

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 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

If you have questions about completing this survey, please contact the **IPEDS Help Desk at 1-877-225-2568**.

Human Resources Screening Questions

Does your institution have any part-time staff?

If you answer **Yes** to this question, you will be provided the screens to report part-time staff.

No

Yes

Does your institution have graduate assistants?

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

No

Yes

Does your institution have 15 or more full-time staff?

No

Yes

Does your institution have a tenure system?

If you answer **Yes** to this question, you will be provided the screens to report some data by tenure status.

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2017 and October 31, 2018** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2018. (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, 2018

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino		1	1				2
American Indian or Alaska Native							0
Asian			2				2
Black or African American							0
Native Hawaiian or Other Pacific Islander		1					1
White	1	8	30				39
Two or more races							0
Race and ethnicity unknown							0
Total men	1	10	33	0	0	0	44

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		2	11				13
Two or more races							0
Race and ethnicity unknown							0
Total women	0	2	11	0	0	0	13

Total (men+women) 1 12 44 0 0 0 57

Total from prior year 50

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, 2018

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							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

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						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 - Annual Contract

**Number of Full-time Instructional Staff
 With Faculty Status
 Not on Tenure Track - Annual Contract**

As of November 1, 2018

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino					3		3
American Indian or Alaska Native					1		1
Asian					1		1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	10				87		97
Two or more races							0
Race and ethnicity unknown							0
Total men	10	0	0	0	92	0	102

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					1		1
Asian	1				2		3
Black or African American	1						1
Native Hawaiian or Other Pacific Islander							0
White	1				13		14
Two or more races							0
Race and ethnicity unknown							0
Total women	3	0	0	0	17	0	20

Total (men+women)

	13	0	0	0	109	0	122
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Total from prior year

125

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, 2018

- 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						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, 2018

- 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
Total from prior year							

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2018

- 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, 2018

•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	137	57	0	122	0	0	0	316
Total carried forward from previous screens	137	57	0	122	0	0	0	316
Primarily Instruction	0	0	0	109	0	0	0	109
Exclusively credit				109				109
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	137	57		13				207

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2018

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	10	4	14
American Indian or Alaska Native	1	1	2
Asian	14	9	23
Black or African American	0	2	2
Native Hawaiian or Other Pacific Islander	2	0	2
White	224	49	273
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total	251	65	316
Total from prior year			322

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2018**

•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		
Hispanic/Latino	10	6	
American Indian or Alaska Native	1	1	
Asian	14	8	
Black or African American	0	1	
Native Hawaiian or Other Pacific Islander	2		
White	224	90	
Two or more races	0		
Race and ethnicity unknown	0		
Total men	251	106	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	5	
Black or African American	2	1	
Native Hawaiian or Other Pacific Islander	0		
White	49	31	
Two or more races	0	1	
Race and ethnicity unknown	0		
Total women	65	38	0

Total (men+women)	316	144	0
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Total from prior year	322	150	
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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, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino	0			1
American Indian or Alaska Native				
Asian			1	1
Black or African American			1	
Native Hawaiian or Other Pacific Islander				
White		3	1	12
Two or more races				
Race and ethnicity unknown				
Total men	0	3	3	14

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				1
Asian		1	2	2
Black or African American				1
Native Hawaiian or Other Pacific Islander				
White		3	3	26
Two or more races				
Race and ethnicity unknown				
Total women	0	4	5	30
Total (men+women)	0	7	8	44
Total from prior year		8	10	49

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2018

•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	2	4		
American Indian or Alaska Native	1				1
Asian	3	4	5		1
Black or African American		4	5		
Native Hawaiian or Other Pacific Islander		1			
White	39	16	49		4
Two or more races		0	1		
Race and ethnicity unknown					
Total men	45	27	64	6	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		5	2		1
American Indian or Alaska Native	1				1
Asian		7			
Black or African American	1	8			
Native Hawaiian or Other Pacific Islander		1			
White	7	20	8		4
Two or more races		1			
Race and ethnicity unknown					
Total women	9	42	10	6	2
Total (men+women)	54	69	74	12	2
Total from prior year	51	84	81	10	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, 2018

•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	2	0		2		29
American Indian or Alaska Native						4
Asian				7		44
Black or African American				5		16
Native Hawaiian or Other Pacific Islander						3
White	3			19		3 463
Two or more races						1
Race and ethnicity unknown						0
Total men	5	0		33	0	3 560

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			12		24
American Indian or Alaska Native				0		4
Asian				13		39
Black or African American				10		23
Native Hawaiian or Other Pacific Islander				3		4
White				40		193
Two or more races				1		3
						0

Race and ethnicity unknown						
Total women	0	0	79	0	0	290
Total (men+women)	5	0	112	0	3	850
Total from prior year	5		109		1	882

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, 2018								
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				144				144
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020							7	7
Library Technicians 25-4030							8	8
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000				29			15	44
Management Occupations 11-0000	35	1		13			5	54
Business and Financial Operations Occupations 13-0000							69	69
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							74	74
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							12	12
Healthcare Practitioners and Technical Occupations 29-0000							2	2
Total	35	1	0	186	0	0	192	414
Total from prior year	27	1		200			217	445

Part G1 - Salaries Worksheet

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

Annual Salary, 2018-19

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include ONLY full-time instructional staff
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	67					67	67
Associate professors	59					59	59
Assistant professors	33					33	33
Instructors						0	0
Lecturers	92					92	92
No academic rank						0	0
Total men	251	0	0	0	0	251	251
Total men full-time instructional staff from Part A						251	
Women							
Professors	15					15	15
Associate professors	22					22	22
Assistant professors	11					11	11
Instructors						0	0
Lecturers	17					17	17
No academic rank						0	0
Total women	65	0	0	0	0	65	65
Total women full-time instructional staff from Part A						65	
Total (men+women)	316	0	0	0	0	316	316
Total (men+women) full-time instructional staff from Part A						316	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2018-19


- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	67	11,672,607				8,754,455	
Associate professors	59	10,104,751				7,578,563	
Assistant professors	33	4,783,045				3,587,284	
Instructors	0					0	
Lecturers	92	14,934,048				11,200,536	
No academic rank	0					0	
Total men	251	41,494,451	0	0	0	31,120,838	
Women							
Professors	15	2,552,800				1,914,600	
Associate professors	22	3,766,775				2,825,081	
Assistant professors	11	1,591,181				1,193,386	
Instructors	0					0	
Lecturers	17	2,463,704				1,847,778	
No academic rank	0					0	
Total women	65	10,374,460	0	0	0	7,780,845	
Total (men + women)	316	51,868,911	0	0	0	38,901,683	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
 for Full-time Instructional Staff

Annual Average Salaries, 2018-19

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries			
		12 months	11 months	10 months	9 months  Equated 9 months
Men					
Professors	67	174,218			130,664
Associate professors	59	171,267			128,450
Assistant professors	33	144,941			108,706
Instructors	0				
Lecturers	92	162,327			121,745
No academic rank	0				
Total men	251	165,317			123,987
Women					
Professors	15	170,187			127,640
Associate professors	22	171,217			128,413
Assistant professors	11	144,653			108,490
Instructors	0				
Lecturers	17	144,924			108,693
No academic rank	0				
Total women	65	159,607			119,705
Total (men+women)	316	164,142			123,107

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2018-19

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	144	18,113,747
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	59	5,884,342
Management Occupations 11-0000	54	9,087,559
Business and Financial Operations Occupations 13-0000	69	6,304,980
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	74	7,594,852
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	12	1,336,333
Healthcare Practitioners and Technical Occupations 29-0000	2	203,356
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	5	379,988
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	112	8,399,318
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	0	
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	3	374,338

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2018

- 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			
Hispanic/Latino			
American Indian or Alaska Native			
Asian	1	4	
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	25	9	
Two or more races			
Race and ethnicity unknown			
Total men	26	13	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino		2	
American Indian or Alaska Native			
Asian	2		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	15	6	
Two or more races			
Race and ethnicity unknown			
Total women	17	8	0

Total (men+women)	43	21	0
Total from prior year	53	18	

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category**

As of November 1, 2018

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White				3	3
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	3	3

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White			2	2	4
Two or more races					0
Race and ethnicity unknown					0
Total women	0	0	2	2	4

Total (men+women)	0	0	2	5	7
Total from prior year			2		2

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2018**

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

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

Total (men+women)	2	0	0	0	0
Total from prior year					

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2018

•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
American Indian or Alaska Native						0
Asian						5
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White				1		40
Two or more races						0
Race and ethnicity unknown						0
Total men	0	0	1	0	0	45

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			1			3
American Indian or Alaska Native						0
Asian						2
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1			2		28
Two or more races						0
Race and ethnicity unknown						0

Total women	1	0	3	0	0	33
Total (men+women)	1	0	4	0	0	78
Total from prior year	1		2			76

Part E - Part-time Staff by Occupational Category and Tenure Status**Number of Part-time Staff****As of November 1, 2018**

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	38	0	0	0	38	
? Exclusively credit				38					38
? Exclusively not-for-credit									0
Combined credit/not-for-credit									0
Instruction/research/public service staff	1	1		3					5
Research staff				21					21
Public Service staff									0
Archivists, Curators, and Museum Technicians 25-4010									0
Librarians and Media Collections Specialists 25-4020									0
Library Technicians 25-4030							2		2
? Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000				5					5
Management Occupations 11-0000				2					2
Business and Financial Operations Occupations 13-0000									0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000									0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000									0
Healthcare Practitioners and Technical Occupations 29-0000									0
Total	1	1	0	69	0	0	2		73
Total from prior year	2	1		68			2		73

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, 2017 - October 31, 2018)

- 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			2					2
American Indian or Alaska Native					1			1
Asian			2					2
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White			10		3			13
Two or more races								0
Race and ethnicity unknown								0
Total men	0		14	0	4	0	0	18

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			3		3			6
Two or more races								0
Race and ethnicity unknown								0
Total women	0		3	0	3	0	0	6

Total (men+women)	0		17	0	7	0	0	24
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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, 2017 - October 31, 2018)

•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	2	1		
American Indian or Alaska Native	1			
Asian	2	2		
Black or African American	0	1		
Native Hawaiian or Other Pacific Islander	0			
White	13	12		1
Two or more races	0			
Race and ethnicity unknown	0			
Total men	18	16	0	1

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			1
Asian	0			1
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	6	3		5
Two or more races	0			
Race and ethnicity unknown	0			
Total women	6	3	0	7
Total (men+women)	24	19	0	8

Part H - New Hires, Full-time Staff by Occupational Category**Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2017 - October 31, 2018)

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

Total (men+women)	1	8	4	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, 2017 - October 31, 2018)

•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						3
American Indian or Alaska Native						1
Asian						5
Black or African American				2		5
Native Hawaiian or Other Pacific Islander						0
White				4		39
Two or more races						0
Race and ethnicity unknown						0
Total men	0	0	6	0	0	53

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		1
American Indian or Alaska Native						1
Asian						1
Black or African American						1
Native Hawaiian or Other Pacific Islander				1		1
White				7		23
Two or more races						0
						0

Race and ethnicity unknown							
Total women	0	0	9	0	0	0	28
Total (men+women)	0	0	15	0	0	0	81

Human Resources Survey Evaluation

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

Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS. Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.

Thank you for your assistance.

This survey component was prepared by:

- | | | |
|--|--|----------------------------------|
| <input 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 many staff from your institution only were involved in the data collection and reporting process of this survey component?

2.00 Number of Staff (including yourself)

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	2.00hours	56.00hours	3.00hours	8.00hours
Other offices	1.00hours	hours	hours	hours

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2018.

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 2018**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	850	78	876
Instructional Staff	316	43	330
Primary Instruction	109	38	122
Exclusively credit	109	38	122
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	207	5	209
Research Staff	144	21	151
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	59	7	61
Librarians, Curators, and Archivists SOC 25-4000	15	2	16
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	7	0	7
Library Technicians SOC 25-4030	8	2	9
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	44	5	46
Management Occupations SOC 11-0000	54	2	55
Business and Financial Operations Occupations SOC 13-0000	69	0	69
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	74	0	74
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	12	0	12
Healthcare Practitioners and Technical Occupations SOC 29-0000	2	0	2
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	5	1	5
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	112	4	113
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 2018**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	3	0	3
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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 2018-19**

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	316				316	3,792	\$51,868,911	\$13,679
Professor	82				82	984	\$14,225,407	\$14,457
Associate professor	81				81	972	\$13,871,526	\$14,271
Assistant professor	44				44	528	\$6,374,226	\$12,072
Instructor								
Lecturer	109				109	1,308	\$17,397,752	\$13,301
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: G4 - Salary Outlays, Non-instructional Staff				
Screen Entry	The amount entered in Part G for Total annual salary outlays for Research staff (\$18,113,747) is outside the expected range of between \$4,608,000 and \$15,840,000 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 pay rate for Monterey/San Francisco region is the highest in the USA which increases the cost of average 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 (\$5,884,342) is outside the expected range of between \$1,475,000 and \$5,015,000 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:	Several people in this category are paid well above the average, skewing the overall average. Monterey is a federal government high locality pay rate region which 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 Computer, Engineering, and Science Occupations (\$7,594,852) is outside the expected range of between \$2,146,000 and \$7,474,000 based on an estimated average salary of between \$29,000 and \$101,000 per individual for this category. Please correct your data or explain. (Error #1373)	Explanation	Yes	
Reason:	33 of the 74 people in this category are paid above the average - several people are paid well above the average, skewing the overall average for this category.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations (\$1,336,333) is outside the expected range of between \$348,000 and \$1,212,000 based on an estimated average salary of between \$29,000 and \$101,000 per individual for this category. Please correct your data or explain. (Error #1374)	Explanation	Yes	
Reason:	The Legal people are paid well above the average, skewing the overall average salary in this category.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Healthcare Practitioners and Technical Occupations (\$203,356) is outside the expected range of between \$58,000 and \$202,000 based on an estimated average salary of between \$29,000 and \$101,000 per individual for this category. Please correct your data or explain. (Error #1375)	Explanation	Yes	
Reason:	One of the two people in this category is paid above the average, skewing the overall average for this category.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Service Occupations (\$379,988) is outside the expected range of between \$100,000 and \$350,000 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:	Two of the individuals in this category are paid above the average salary.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen Entry		Explanation	Yes	

	The amount entered in Part G for Total annual salary outlays for Office and Administrative Support Occupations (\$8,399,318) is outside the expected range of between \$2,240,000 and \$7,840,000 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 #1378)			
Reason:	53 of the 112 people in this category are paid above the average; 24 of the 53 are paid well above the average skewing the overall average for this category. Monterey is a federal government high locality pay rate region.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen Entry	The amount entered in Part G for Total annual salary outlays for Production, Transportation, and Material Moving Occupations (\$374,338) is outside the expected range of between \$60,000 and \$210,000 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 #1380)	Explanation	Yes	
Reason:	Two people are paid more than the average - Monterey is a high cost/high salary area.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			