

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.

Changes to reporting for 2019-20

There are no changes for this survey component.

Data Reporting Reminders

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

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2018 and October 31, 2019** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2019. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

If you answer **Yes** to this question, you will be provided the screens to report **full-time permanent new hires** in **Part H**.

No

Yes

Do **ALL** of the instructional staff at your institution fall into any of the following categories?

If you answer **Yes** to any of the questions below, you will **NOT** be required to report **Part G - Salaries** for instructional staff. However, Part G will still be required for reporting data for full-time non-instructional staff.

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - On Tenure Track

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							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							0
White		7	26				33
Two or more races			4				4
Race and ethnicity unknown							0
Total men	0	8	33	0	0	0	41

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			10				10
Two or more races			1				1
Race and ethnicity unknown							0
Total women	0	0	11	0	0	0	11

Total (men+women) 0 8 44 0 0 0 0 52

Total from prior year 57

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Multi-Year Contract

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

As of November 1, 2019

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						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 by Academic Rank and Tenure Status - Annual Contract

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino					2		2
American Indian or Alaska Native							0
Asian					1		1
Black or African American	1				1		2
Native Hawaiian or Other Pacific Islander							0
White	10				62		72
Two or more races	2				3		5
Race and ethnicity unknown							0
Total men	13	0	0	0	69	0	82

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				1		2
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	1				10		11
Two or more races					1		1
Race and ethnicity unknown							0
Total women	2	0	0	0	14	0	16

Total (men+women)

Total (men+women)	15	0	0	0	83	0	98
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Total from prior year

122

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Less-Than-Annual Contract

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						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)

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, 2019

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

Men							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	0	0	0	0
Women							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0						0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White							0
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

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

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	0

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	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 women	0

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2019

•Report Primarily Instruction and Instruction Combined with Research and/or Public Service separately, as indicated below

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at -will)		
Instructional staff	134	52	0	98	0	0	0	284
Total carried forward from previous screens	134	52	0	98	0	0	0	284
Primarily Instruction	0	0	0	0	0	0	0	0
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	134	52		98				284

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	9	3	12
American Indian or Alaska Native	0	1	1
Asian	11	6	17
Black or African American	2	0	2
Native Hawaiian or Other Pacific Islander	2	0	2
White	197	42	239
Two or more races	9	2	11
Race and ethnicity unknown	0	0	0
Total	230	54	284
Total from prior year			316

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2019**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0		
Hispanic/Latino	9	5	
American Indian or Alaska Native	0	1	
Asian	11	7	
Black or African American	2		
Native Hawaiian or Other Pacific Islander	2		
White	197	88	
Two or more races	9	6	
Race and ethnicity unknown	0		
Total men	230	107	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	3		
American Indian or Alaska Native	1		
Asian	6	4	
Black or African American	0	1	
Native Hawaiian or Other Pacific Islander	0		
White	42	30	
Two or more races	2	4	
Race and ethnicity unknown	0		
Total women	54	39	0

Total (men+women) 284 146 0Total from prior year **316** **144**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino				1
American Indian or Alaska Native				
Asian			1	2
Black or African American			1	
Native Hawaiian or Other Pacific Islander				
White		3	1	6
Two or more races				
Race and ethnicity unknown				
Total men	0	3	3	9

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	0			
Hispanic/Latino				1
American Indian or Alaska Native				
Asian		1	3	3
Black or African American				1
Native Hawaiian or Other Pacific Islander				
White		3	2	19
Two or more races				2
Race and ethnicity unknown				
Total women	0	4	5	26
Total (men+women)	0	7	8	35
Total from prior year		7	8	44

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

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	2	3	4		1
American Indian or Alaska Native	1			1	
Asian	4	4	6	1	
Black or African American		4	4		
Native Hawaiian or Other Pacific Islander		1			
White	37	16	48	5	1
Two or more races	1	2	1		
Race and ethnicity unknown					
Total men	45	30	63	7	2

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	1	5	2	1	
American Indian or Alaska Native	1			1	
Asian	1	8			
Black or African American	1	7			
Native Hawaiian or Other Pacific Islander					
White	10	13	7	4	1
Two or more races		16		1	
Race and ethnicity unknown					
Total women	14	49	9	7	1
Total (men+women)	59	79	72	14	3
Total from prior year	54	69	74	12	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, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien			0			0
Hispanic/Latino	2			2		29
American Indian or Alaska Native						3
Asian				5		41
Black or African American	1			4		16
Native Hawaiian or Other Pacific Islander						3
White	3			18		3
Two or more races						19
Race and ethnicity unknown						0
Total men	6	0	29	0	3	537

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				12		25
American Indian or Alaska Native						3
Asian				11		37
Black or African American				9		19
Native Hawaiian or Other Pacific Islander				4		4
White	1			37		169
Two or more races				7		32
						0

Race and ethnicity unknown						
Total women	1	0	80	0	0	289
Total (men+women)	7	0	109	0	3	826
Total from prior year	5		112		3	850

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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2019								
Occupational category	With 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				146				146
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				16			19	35
Management Occupations 11-0000	34	1		18			6	59
Business and Financial Operations Occupations 13-0000							79	79
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							72	72
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							14	14
Healthcare Practitioners and Technical Occupations 29-0000							3	3
Total	34	1	0	180	0	0	208	423
Total from prior year	35	1		186			192	414

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	70					70	70
Associate professors	58					58	58
Assistant professors	33					33	33
Instructors						0	0
Lecturers	69					69	69
No academic rank						0	0
Total men	230	0	0	0	0	230	230
Total men full-time instructional staff from Part A						230	
Women							
Professors	13					13	13
Associate professors	16					16	16
Assistant professors	11					11	11
Instructors						0	0
Lecturers	14					14	14
No academic rank						0	0
Total women	54	0	0	0	0	54	54
Total women full-time instructional staff from Part A						54	
Total (men+women)	284	0	0	0	0	284	284
Total (men+women) full-time instructional staff from Part A						284	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2019-20


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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	70	12,355,862				9,266,897	
Associate professors	58	10,082,254				7,561,691	
Assistant professors	33	4,882,307				3,661,730	
Instructors	0					0	
Lecturers	69	11,400,237				8,550,178	
No academic rank	0					0	
Total men	230	38,720,660	0	0	0	29,040,495	
Women							
Professors	13	2,288,972				1,716,729	
Associate professors	16	2,779,774				2,084,831	
Assistant professors	11	1,626,619				1,219,964	
Instructors	0					0	
Lecturers	14	2,090,895				1,568,171	
No academic rank	0					0	
Total women	54	8,786,260	0	0	0	6,589,695	
Total (men + women)	284	47,506,920	0	0	0	35,630,190	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries			
		12 months	11 months	10 months	9 months  Equated 9 months
Men					
Professors	70	176,512			132,384
Associate professors	58	173,832			130,374
Assistant professors	33	147,949			110,962
Instructors	0				
Lecturers	69	165,221			123,916
No academic rank	0				
Total men	230	168,351			126,263
Women					
Professors	13	176,075			132,056
Associate professors	16	173,736			130,302
Assistant professors	11	147,874			110,906
Instructors	0				
Lecturers	14	149,350			112,012
No academic rank	0				
Total women	54	162,709			122,031
Total (men+women)	284	167,278			125,458

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for <u>Full-time Non-instructional Staff</u> Annual Salary Outlays, 2019-20		
Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	146	18,706,726
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	50	4,567,781
Management Occupations 11-0000	59	10,131,613
Business and Financial Operations Occupations 13-0000	79	7,037,442
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	72	7,626,187
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	14	1,661,897
Healthcare Practitioners and Technical Occupations 29-0000	3	324,908
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	7	548,555
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	109	8,337,557
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	0	
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	3	109

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native			
Asian	1	4	
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	24	10	
Two or more races	5		
Race and ethnicity unknown			
Total men	30	14	0
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino		2	
American Indian or Alaska Native			
Asian	1		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	14	6	
Two or more races	1		
Race and ethnicity unknown			
Total women	16	8	0
Total (men+women)	46	22	0
Total from prior year	43	21	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					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			1	2	3
Two or more races			2		2
Race and ethnicity unknown					0
Total women	0	0	3	2	5

Total (men+women)	0	0	3	5	8
Total from prior year			2	5	7

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

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

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

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

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						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						38
Two or more races				1		6
Race and ethnicity unknown						0
Total men	0	0	1	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						2
American Indian or Alaska Native						0
Asian						1
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1			1		25
Two or more races				1		4
Race and ethnicity unknown						0

Total women	1	0	2	0	0	32
Total (men+women)	1	0	3	0	0	81
Total from prior year	1		4			78

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total	
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)			
			Multi-year contract	Annual contract	Less-than-annual contract				
Primarily Instruction	0	0	0	41	0	0	0	41	
? Exclusively credit				41					41
? Exclusively not-for-credit									0
Combined credit/not-for-credit									0
Instruction/research/public service staff	1	1		3					5
Research staff				22					22
Public Service staff									0
Archivists, Curators, and Museum Technicians									0
25-4010 Librarians and Media Collections Specialists									0
25-4020 Library Technicians								3	3
25-4030 ? Student and Academic Affairs and Other Education Services Occupations								5	5
25-2000 + 25-3000 + 25-9000 Management Occupations								1	1
11-0000 Business and Financial Operations Occupations									0
13-0000 Computer, Engineering, and Science Occupations									0
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations									0
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations									0
29-0000 Total	1	1	0	66	0	0		9	77
Total from prior year	1	1		69				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, 2018 - October 31, 2019)

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

Men								
Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien							0	
Hispanic/Latino							0	
American Indian or Alaska Native							0	
Asian		1					1	
Black or African American				2			2	
Native Hawaiian or Other Pacific Islander							0	
White		2		1			3	
Two or more races		2		3			5	
Race and ethnicity unknown							0	
Total men	0	5	0	6	0	0	11	

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				1			1	
Two or more races		1		1			2	
Race and ethnicity unknown							0	
Total women	0	1	0	2	0	0	3	
Total (men+women)	0	6	0	8	0	0	14	

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

(Hired full-time between November 1, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	1	1		1
Black or African American	2			
Native Hawaiian or Other Pacific Islander	0			
White	3	5		
Two or more races	5	4		
Race and ethnicity unknown	0			
Total men	11	10	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			1
American Indian or Alaska Native	0			
Asian	0			3
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	1	3		3
Two or more races	2	3		2
Race and ethnicity unknown	0			
Total women	3	6	0	9
Total (men+women)	14	16	0	10

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

(Hired full-time between November 1, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino		2			
American Indian or Alaska Native					
Asian		1			
Black or African American		1			
Native Hawaiian or Other Pacific Islander					
White					
Two or more races		15			
Race and ethnicity unknown					
Total women	0	19	0	0	0
Total (men+women)	3	24	2	0	2

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino						2
American Indian or Alaska Native						0
Asian						3
Black or African American	1					3
Native Hawaiian or Other Pacific Islander						0
White				3		19
Two or more races						11
Race and ethnicity unknown						0
Total men	1	0	3	0	0	38

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		4
American Indian or Alaska Native						0
Asian				1		5
Black or African American				1		2
Native Hawaiian or Other Pacific Islander						0
White	1			5		13
Two or more races				6		28
						0

Race and ethnicity unknown							
Total women	1	0	14	0	0	52	
Total (men+women)	2	0	17	0	0	90	

Human Resources Survey Evaluation

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

Prepared by

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

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

Thank you for your assistance.

This survey component was prepared by:

- | | | |
|---------------------------------------|--|---|
| <input type="radio"/> Keyholder | <input type="radio"/> SFA Contact | <input checked="" 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	1.00 hours	20.00 hours	4.00 hours	12.00 hours
Other offices	1.00 hours	hours	hours	hours

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2019.

Please review your data for accuracy. If you have questions about the data displayed below after reviewing the data reported on the survey screens, please contact the IPEDS Help Desk at: 1-877-225-2568 or ipedshelp@rti.org.

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	826	81	853
Instructional Staff	284	46	299
Primary Instruction	0	41	14
Exclusively credit	0	41	14
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	284	5	286
Research Staff	146	22	153
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	50	8	53
Librarians, Curators, and Archivists SOC 25-4000	15	3	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	3	9
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	35	5	37
Management Occupations SOC 11-0000	59	1	59
Business and Financial Operations Occupations SOC 13-0000	79	0	79
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	72	0	72
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	14	0	14
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	109	3	110
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 2019**

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 2019-20**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	284				284	3,408	\$47,506,920	\$13,940
Professor	83				83	996	\$14,644,834	\$14,704
Associate professor	74				74	888	\$12,862,028	\$14,484
Assistant professor	44				44	528	\$6,508,926	\$12,328
Instructor								
Lecturer	83				83	996	\$13,491,132	\$13,545
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				
Perform Edits	The amount entered in Part G for Total annual salary outlays for Research staff (\$18,706,726) is outside the expected range of between \$4,672,000 and \$16,060,000 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			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Library and Student and Academic Affairs and Other Education Services Occupations (\$4,567,781) is outside the expected range of between \$1,250,000 and \$4,250,000 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			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Computer, Engineering, and Science Occupations (\$7,626,187) is outside the expected range of between \$2,088,000 and \$7,272,000 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:	This is a highly competitive field - Silicon Valley is just up the road. Many people are paid above the average, several people are paid well above the average.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations (\$1,661,897) is outside the expected range of between \$406,000 and \$1,414,000 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			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Healthcare Practitioners and Technical Occupations (\$324,908) is outside the expected range of between \$87,000 and \$303,000 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:	Two of the three people in this category have salaries above the expected average. Monterey is a federal government high locality pay rate region, highest in the US.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Service Occupations (\$548,555) 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:	4 of the 8 people in this category have salaries above the average; one person's salary is well above the average. These push the overall average above the expected average. And Monterey is a federal government high locality pay rate region.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Perform Edits		Explanation	Yes	

	The amount entered in Part G for Total annual salary outlays for Office and Administrative Support Occupations (\$8,337,557) is outside the expected range of between \$2,180,000 and \$7,630,000 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:	56 of the 109 people in this category make salaries above the expected average, skewing the overall average. And Monterey is a federal government high locality pay rate region, the highest in the US.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Perform Edits	The amount entered in Part G for Total annual salary outlays for Production, Transportation, and Material Moving Occupations (\$109) 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:	The salaries for all 3 of the employees in this category are above the expected average. And Monterey is a federal government high locality pay rate region.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			