

Institution: Florida Agricultural and Mechanical University (133650)

User ID: P1336501

Overview

Human Resources Overview

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

Data Reporting Reminders

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

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2015 and October 31, 2016** either for the **first time** (new to the institution) or **after a break in service**? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2016

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1	7				8
Hispanic/Latino			4			1	5
American Indian or Alaska Native							0
Asian			3				3
Black or African American		5	29				34
Native Hawaiian or Other Pacific Islander							0
White		1	9				10
Two or more races		1					1
Race and ethnicity unknown							0
Total men	0	8	52	0	0	1	61

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1	3				4
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian	1	1	1				3
Black or African American		12	38				50
Native Hawaiian or Other Pacific Islander							0
White		1	7				8
Two or more races		1					1
Race and ethnicity unknown							0
Total women	1	16	50	0	0	0	67

Total (men+women) 1 24 102 0 0 1 128

Total from prior year 89

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

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

As of November 1, 2016

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

Men

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

Women

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

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

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

As of November 1, 2016

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

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

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration Contract

**Number of Full-time Instructional Staff
 With Faculty Status
 Not on Tenure Track - Indefinite duration contract**

As of November 1, 2016

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

Men

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

Women

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2016

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

Men

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

Women

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

Total (men+women)	0
Total from prior year	

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2016

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	30	13	43
Hispanic/Latino	8	10	18
American Indian or Alaska Native	0	0	0
Asian	18	6	24
Black or African American	176	182	358
Native Hawaiian or Other Pacific Islander	0	0	0
White	59	32	91
Two or more races	4	4	8
Race and ethnicity unknown	0	0	0
Total	295	247	542
Total from prior year			547

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

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

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	30	6	
Hispanic/Latino	8		
American Indian or Alaska Native	0		
Asian	18	6	1
Black or African American	176	2	22
Native Hawaiian or Other Pacific Islander	0		
White	59	2	
Two or more races	4		3
Race and ethnicity unknown	0		
Total men	295	16	26

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	13	3	
Hispanic/Latino	10		
American Indian or Alaska Native	0		
Asian	6	2	
Black or African American	182	6	23
Native Hawaiian or Other Pacific Islander	0		
White	32	1	
Two or more races	4		
Race and ethnicity unknown	0		
Total women	247	12	23

Total (men+women)	542	28	49
Total from prior year	547	32	35

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino			1	
American Indian or Alaska Native				
Asian		1		
Black or African American		3	7	10
Native Hawaiian or Other Pacific Islander				
White		1	2	1
Two or more races				
Race and ethnicity unknown				
Total men	0	5	10	11

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian		2		
Black or African American		6	14	27
Native Hawaiian or Other Pacific Islander				
White		6		2
Two or more races				
Race and ethnicity unknown				
Total women	0	14	14	29
Total (men+women)	0	19	24	40
Total from prior year		19	25	40

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	2		2		
Hispanic/Latino					
American Indian or Alaska Native					
Asian	5		2		
Black or African American	104	19	26	24	1
Native Hawaiian or Other Pacific Islander					
White	20		9	9	1
Two or more races	2	1			
Race and ethnicity unknown					
Total men	133	20	39	33	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	1	1	1		1
Hispanic/Latino	1				
American Indian or Alaska Native					
Asian	3		3		
Black or African American	178	83	31	19	1
Native Hawaiian or Other Pacific Islander					
White	10	2	5	2	
Two or more races				1	
Race and ethnicity unknown					
Total women	193	86	40	22	2
Total (men+women)	326	106	79	55	4
Total from prior year	314	110	82	53	5

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

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

As of November 1, 2016

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	2		1			43
Hispanic/Latino	1					10
American Indian or Alaska Native						0
Asian						33
Black or African American	129		29		6	6
Native Hawaiian or Other Pacific Islander						0
White	17					121
Two or more races						10
Race and ethnicity unknown						0
Total men	149	0	30	6	6	781

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	1		2			23
Hispanic/Latino			3			14
American Indian or Alaska Native			1			1
Asian						16
Black or African American	58	2	180		1	811
Native Hawaiian or Other Pacific Islander						0
White	2		9			71
Two or more races			3			8
						0

Race and ethnicity unknown						
Total women	61	2	198	1	0	944
Total (men+women)	210	2	228	7	6	1,725
Total from prior year	209	2	244	8	7	1,732

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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2016								
Occupational category	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff			1		27			28
Public Service staff					49			49
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020							19	19
Library Technicians 25-4030							24	24
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							40	40
Management Occupations 11-0000	12	20		1			293	326
Business and Financial Operations Occupations 13-0000							106	106
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							79	79
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							55	55
Healthcare Practitioners and Technical Occupations 29-0000							4	4
Total	12	21	0	77	0	0	620	730
Total from prior year	11	9		80			615	715

Part G - Salaries Worksheet

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

Annual Salary, 2016-17

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors	39			65		104	104	1,053
Associate professors	22			62		84	84	822
Assistant professors	23			56		79	79	780
Instructors	9			16		25	25	252
Lecturers				1		1	1	9
No academic rank	2					2	2	24
Total men	95	0	0	200	0	295	295	2,940
Total men full-time instructional staff from Part A						295		
Women								
Professors	21			21		42	42	441
Associate professors	31			57		88	88	885
Assistant professors	33			35		68	68	711
Instructors	18			29		47	47	477
Lecturers						0	0	0
No academic rank	2					2	2	24
Total women	105	0	0	142	0	247	247	2,538
Total women full-time instructional staff from Part A						247		
Total (men + women)	200	0	0	342	0	542	542	5,478
Total (men +women) full-time instructional staff from Part A						542		

Part G - Salary Outlays for Instructional Staff

**Salary Outlays
 for Full-time Instructional Staff**

Annual Salary Outlays, 2016-17

•Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	Salary Outlays				Weighted average monthly salaries
			12 months	11 months	10 months	9 months	
Men							
Professors	104	1,053	4,669,548			6,597,638	10,700
Associate professors	84	822	2,214,628			4,906,531	8,663
Assistant professors	79	780	1,898,908			3,608,407	7,061
Instructors	25	252	619,278			894,577	6,007
Lecturers	1	9				184,638	20,515
No academic rank	2	24	140,975				5,874
Total men	295	2,940	9,543,337	0	0	16,191,791	8,753
Women							
Professors	42	441	2,344,770			2,084,306	10,043
Associate professors	88	885	3,197,453			4,440,885	8,631
Assistant professors	68	711	2,739,894			2,233,389	6,995
Instructors	47	477	1,304,202			1,750,288	6,404
Lecturers	0	0					
No academic rank	2	24	105,031				4,376
Total women	247	2,538	9,691,350	0	0	10,508,868	7,959
Total (men + women)	542	5,478	19,234,687	0	0	26,700,659	8,385

Part G - Average Salary by academic rank

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

Annual Average Salaries, 2016-17

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
Men					
Professors	119,732			101,502	97,113
Associate professors	100,665			79,138	78,185
Assistant professors	82,561			64,436	63,704
Instructors	68,809			55,911	54,361
Lecturers				184,638	184,638
No academic rank	70,488				52,866
Total men	100,456			80,959	79,150
Women					
Professors	111,656			99,253	91,497
Associate professors	103,144			77,910	77,716
Assistant professors	83,027			63,811	63,063
Instructors	72,456			60,355	58,052
Lecturers					
No academic rank	52,516				39,387
Total women	92,299			74,006	71,973
Total (men + women)	96,173			78,072	75,879

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2016-17

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	28	1,251,243
Public Service staff	49	1,966,597
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	83	3,537,043
Management Occupations 11-0000	326	27,183,483
Business and Financial Operations Occupations 13-0000	106	4,745,234
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	79	4,265,728
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	55	3,458,113
Healthcare Practitioners and Technical Occupations 29-0000	4	209,438
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	210	6,307,882
Sales and Related Occupations 41-0000	2	69,879
Office and Administrative Support Occupations 43-0000	228	8,876,046
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	7	294,348
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	6	178,020

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	2		
Hispanic/Latino	3		
American Indian or Alaska Native			
Asian	2		
Black or African American	28		
Native Hawaiian or Other Pacific Islander			
White	17		
Two or more races			
Race and ethnicity unknown			
Total men	52	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	1		
Hispanic/Latino	4		
American Indian or Alaska Native			
Asian	1		
Black or African American	44		
Native Hawaiian or Other Pacific Islander			
White	16		
Two or more races			
Race and ethnicity unknown			
Total women	66	0	0

Total (men+women)	118	0	0
Total from prior year	125		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

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

Men

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

Women

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

Total (men+women)	0	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, 2016

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

Men

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

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
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)	0	0	0	0	0
Total from prior year	1				

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0					2
Hispanic/Latino						3
American Indian or Alaska Native						0
Asian						2
Black or African American						28
Native Hawaiian or Other Pacific Islander						0
White						17
Two or more races						0
Race and ethnicity unknown						0
Total men	0	0	0	0	0	52

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						1
Hispanic/Latino						4
American Indian or Alaska Native						0
Asian						1
Black or African American						44
Native Hawaiian or Other Pacific Islander						0
White						16
Two or more races						0
Race and ethnicity unknown						0

Total women	0	0	0	0	0	66
Total (men+women)	0	0	0	0	0	118
Total from prior year	1		1			128

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	4	10		15
Hispanic/Latino		1		1
American Indian or Alaska Native				0
Asian		1		1
Black or African American	2	15		29
Native Hawaiian or Other Pacific Islander				0
White		2		3
Two or more races				0
Race and ethnicity unknown				0
Total men	6	29		48

Women

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	1	3		12
Hispanic/Latino				0
American Indian or Alaska Native				0
Asian		1		1
Black or African American	3	25		59
Native Hawaiian or Other Pacific Islander				0
White	1	1		6
Two or more races				0
Race and ethnicity unknown				0
Total women	5	30		77
Total (men+women)	11	59		125
Total from prior year	7	64		97

83

112

195

168

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

Number of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On	Not on Tenure Track					
		Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	2	0	0	2	0	0	114	118
? Exclusively credit	2			2			114	118
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010 Librarians								0
25-4020 Library Technicians								0
25-4030								0
? Student and Academic Affairs and Other Education Services Occupations								0
25-2000 + 25-3000 + 25-9000								0
Management Occupations								0
11-0000								0
Business and Financial Operations Occupations								0
13-0000								0
Computer, Engineering, and Science Occupations								0
15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations								0
21-0000 + 23-0000 + 27-0000								0
Healthcare Practitioners and Technical Occupations								0
29-0000								0
Total	2	0	0	2	0	0	114	118
Total from prior year	0	0		2			124	126

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

Total

313

Part H - New Hires, Full-time Instructional Staff by Tenure Status
Number of Newly Hired Full-time Permanent Instructional Staff

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

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

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		3		3				6
Hispanic/Latino		1						1
American Indian or Alaska Native								0
Asian		1						1
Black or African American	1	1		2				4
Native Hawaiian or Other Pacific Islander								0
White		2		3				5
Two or more races								0
Race and ethnicity unknown								0
Total men	1	8	0	8	0	0	0	17

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				1				1
American Indian or Alaska Native								0
Asian		1						1
Black or African American		5		1				6
Native Hawaiian or Other Pacific Islander								0
White				1				1
Two or more races								0
Race and ethnicity unknown								0
Total women	0	6	0	3	0	0	0	9
Total (men+women)	1	14	0	11	0	0	0	26

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

Number of Newly Hired Full-time Staff

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

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

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	6	2		
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	4			
Native Hawaiian or Other Pacific Islander	0			
White	5			
Two or more races	0		1	
Race and ethnicity unknown	0			
Total men	17	2	1	0

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	6	1		8
Native Hawaiian or Other Pacific Islander	0			
White	1			
Two or more races	0			
Race and ethnicity unknown	0			
Total women	9	1	0	8
Total (men+women)	26	3	1	8

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

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American	4	1	2	2	
Native Hawaiian or Other Pacific Islander					
White	3				1
Two or more races	1				
Race and ethnicity unknown					
Total men	8	1	2	2	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American	8	1		1	
Native Hawaiian or Other Pacific Islander					
White	2			1	
Two or more races					
Race and ethnicity unknown					
Total women	10	1	0	2	0

Total (men+women)	18	2	2	4	1
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien	1			1		10
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						1
Black or African American	3			2	1	19
Native Hawaiian or Other Pacific Islander						0
White						9
Two or more races						2
Race and ethnicity unknown						0
Total men	4	0	3	1	0	42

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
American Indian or Alaska Native						0
Asian						1
Black or African American	9			8		42
Native Hawaiian or Other Pacific Islander						0
White	1					5
Two or more races						0
						0

Race and ethnicity unknown							
Total women	10	0	8	0	0	0	49
Total (men+women)	14	0	11	1	0	0	91

Human Resources Survey Evaluation

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

Prepared by

This survey component was prepared by:

<input 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 checked="" type="radio"/> Other

Name: Moeub Lanh
Email: moeub.lanh@famu.edu

How long did it take to prepare this survey component?	8 hours	minutes
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The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

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

Thank you for your assistance.

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2016.

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,725	118	1,764
Instructional Staff	542	118	581
Primary Instruction	542	118	581
Exclusively credit	542	118	581
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	28	0	28
Public Service Staff	49	0	49
Library and Student and Academic Affairs and Other Education Services Occupations SOC	83	0	83
Librarians, Curators, and Archivists SOC 25-4000	43	0	43
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	19	0	19
Library Technicians SOC 25-4030	24	0	24
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	40	0	40
Management Occupations SOC 11-0000	326	0	326
Business and Financial Operations Occupations SOC 13-0000	106	0	106
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	79	0	79
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	55	0	55
Healthcare Practitioners and Technical Occupations SOC 29-0000	4	0	4
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	210	0	210
Sales and Related Occupations SOC 41-0000	2	0	2
Office and Administrative Support Occupations SOC 43-0000	228	0	228
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	7	0	7

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	6	0	6
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2016-17**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	200			342	542	5,478	\$45,935,346	\$8,385
Professor	60			86	146	1,494	\$15,696,262	\$10,506
Associate professor	53			119	172	1,707	\$14,759,497	\$8,646
Assistant professor	56			91	147	1,491	\$10,480,598	\$7,029
Instructor	27			45	72	729	\$4,568,345	\$6,267
Lecturer				1	1	9	\$184,638	\$20,515
No academic rank	4				4	48	\$246,006	\$5,125

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

Florida Agricultural and Mechanical University (133650)

Source	Description	Severity	Resolved	Options
Screen: A1 - FT Instructional, Rank and Tenure - On Tenure Track				
Screen Entry	This number is outside the expected range of between 58 and 120 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We provided more faculty promotion and offered them to be on a tenure track.			
Screen: B1 - FT Non-instructional, Occupation - 1				
Screen Entry	This number is outside the expected range of between 23 and 47 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We hired more Counselor/Advisors to provide the necessary services.			
Screen: G - Salary Outlays, Instructional Staff				
Screen Entry	The weighted average salaries per month for any gender and academic rank should be between \$1,000 and \$16,000. The calculated average for the academic rank Lecturers, men is \$20,515. Please correct your data or explain. (Error #1752)	Explanation	Yes	
Reason:	This the correct salary for this faculty.			
Related Screens:	G - Salary Outlays, Instructional Staff			
Screen: D - PT Staff, Occupation - 3				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Employee no longer employed.			
Screen: D - PT Staff, Occupation - 4				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Employee no longer employed in a part-time position.			
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Employee no longer employed in a position as part-time.			