

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.

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.

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		1	9				10
Hispanic/Latino			3				3
American Indian or Alaska Native							0
Asian			5				5
Black or African American		4	21	1			26
Native Hawaiian or Other Pacific Islander							0
White		4	8				12
Two or more races		2					2
Race and ethnicity unknown							0
Total men	0	11	46	1	0	0	58

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		1	5				6
Hispanic/Latino			1				1
American Indian or Alaska Native							0
Asian	1		2				3
Black or African American		3	34				37
Native Hawaiian or Other Pacific Islander							0
White		2	7				9
Two or more races							0
Race and ethnicity unknown							0
Total women	1	6	49	0	0	0	56
Total (men+women)	1	17	95	1	0	0	114
Total from prior year							114

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

Total (men+women)

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

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
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						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, 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	
Hispanic/Latino	1
American Indian or Alaska Native	
Asian	
Black or African American	8
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total men	9

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	1
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	27
Native Hawaiian or Other Pacific Islander	
White	2
Two or more races	
Race and ethnicity unknown	
Total women	30

Total (men+women)	39
Total from prior year	35

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	35	20	55
Hispanic/Latino	8	8	16
American Indian or Alaska Native	0	0	0
Asian	19	7	26
Black or African American	169	212	381
Native Hawaiian or Other Pacific Islander	0	0	0
White	62	36	98
Two or more races	7	3	10
Race and ethnicity unknown	0	0	0
Total	300	286	586
Total from prior year			616

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	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	35	6	
Hispanic/Latino	8		
American Indian or Alaska Native	0		
Asian	19	7	1
Black or African American	169	3	8
Native Hawaiian or Other Pacific Islander	0		
White	62	2	2
Two or more races	7		
Race and ethnicity unknown	0		
Total men	300	18	11

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	20	6	
Hispanic/Latino	8		
American Indian or Alaska Native	0		
Asian	7	2	
Black or African American	212	5	11
Native Hawaiian or Other Pacific Islander	0		
White	36	2	1
Two or more races	3		
Race and ethnicity unknown	0		
Total women	286	15	12

Total (men+women)	586	33	23
Total from prior year	616	26	13

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			1	
Hispanic/Latino			1	
American Indian or Alaska Native				
Asian		1		
Black or African American		3	7	22
Native Hawaiian or Other Pacific Islander				
White		1		
Two or more races				
Race and ethnicity unknown				
Total men	0	5	9	22

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				1
Hispanic/Latino		1		
American Indian or Alaska Native				
Asian		2		
Black or African American		5	13	60
Native Hawaiian or Other Pacific Islander				
White		4		5
Two or more races				
Race and ethnicity unknown				
Total women	0	12	13	66
Total (men+women)	0	17	22	88
Total from prior year		14	23	87

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	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	3	3	2		
Hispanic/Latino	1				
American Indian or Alaska Native					
Asian	2		1		
Black or African American	68	33	27	35	1
Native Hawaiian or Other Pacific Islander					
White	12	2	9	8	
Two or more races	3	4	2	1	
Race and ethnicity unknown					
Total men	89	42	41	44	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		7	3		
Hispanic/Latino		1			
American Indian or Alaska Native					
Asian	3		3		2
Black or African American	126	101	29	46	
Native Hawaiian or Other Pacific Islander					
White	5	4	4	3	
Two or more races	2	1		3	
Race and ethnicity unknown					
Total women	136	114	39	52	2
Total (men+women)	225	156	80	96	3
Total from prior year	277	76	75	61	3

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	1					51
Hispanic/Latino						10
American Indian or Alaska Native						0
Asian						31
Black or African American	112		26		5	4
Native Hawaiian or Other Pacific Islander						0
White	9		3		1	111
Two or more races	1					18
Race and ethnicity unknown						0
Total men	123	0	29	6	4	744

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			1	1	40
Hispanic/Latino				2		12
American Indian or Alaska Native				1		1
Asian						19
Black or African American	58	1	167		1	835
Native Hawaiian or Other Pacific Islander						0
White	1			7		72
Two or more races				4		13
						0

Race and ethnicity unknown						
Total women	60	1	182	2	0	992
Total (men+women)	183	1	211	8	4	1,736
Total from prior year	167	1	212	9	4	1,664

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				33				33
Public Service staff				22			1	23
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians and Media Collections Specialists 25-4020				17				17
Library Technicians 25-4030							22	22
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							88	88
Management Occupations 11-0000	18	1		13			193	225
Business and Financial Operations Occupations 13-0000				2			154	156
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							80	80
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000				42			54	96
Healthcare Practitioners and Technical Occupations 29-0000							3	3
Total	18	1	0	129	0	0	595	743
Total from prior year	16	3		77			559	655

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	55			54		109	109
Associate professors	59			22		81	81
Assistant professors	25			41		66	66
Instructors	11		9	24		44	44
Lecturers						0	0
No academic rank						0	0
Total men	150	0	9	141	0	300	300
Total men full-time instructional staff from Part A						300	
Women							
Professors	3			47		50	50
Associate professors	1			77		78	78
Assistant professors	25		1	54		80	80
Instructors	22		30	26		78	78
Lecturers						0	0
No academic rank						0	0
Total women	51	0	31	204	0	286	286
Total women full-time instructional staff from Part A						286	
Total (men+women)	201	0	40	345	0	586	586
Total (men+women) full-time instructional staff from Part A						586	

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	109	6,651,534			5,891,005	10,879,656
Associate professors	81	5,799,515			1,698,124	6,047,760
Assistant professors	66	2,083,645			2,657,587	4,220,321
Instructors	44	791,094		351,065	1,236,589	2,145,868
Lecturers	0					0
No academic rank	0					0
Total men	300	15,325,788	0	351,065	11,483,305	23,293,605
Women						
Professors	50	321,000			4,754,419	4,995,169
Associate professors	78	90,000			6,025,332	6,092,832
Assistant professors	80	2,216,479		73,513	3,870,084	5,598,605
Instructors	78	1,790,318		1,184,175	1,489,314	3,897,810
Lecturers	0					0
No academic rank	0					0
Total women	286	4,417,797	0	1,257,688	16,139,149	20,584,416
Total (men + women)	586	19,743,585	0	1,608,753	27,622,454	43,878,020

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				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	109	120,937		109,093		99,813
Associate professors	81	98,297		77,187		74,664
Assistant professors	66	83,346		64,819		63,944
Instructors	44	71,918		39,007	51,525	48,770
Lecturers	0					
No academic rank	0					
Total men	300	102,172		39,007	81,442	77,645
Women						
Professors	50	107,000		101,158		99,903
Associate professors	78	90,000		78,251		78,113
Assistant professors	80	88,659		73,513	71,668	69,983
Instructors	78	81,378		39,473	57,281	49,972
Lecturers	0					
No academic rank	0					
Total women	286	86,623		40,571	79,113	71,973
Total (men+women)	586	98,227		40,219	80,065	74,877

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

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	33	1,664,648
Public Service staff	23	1,179,354
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	127	4,911,686
Management Occupations 11-0000	225	21,438,343
Business and Financial Operations Occupations 13-0000	156	10,407,730
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	80	4,439,210
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	96	5,286,525
Healthcare Practitioners and Technical Occupations 29-0000	3	163,958
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	183	5,422,067
Sales and Related Occupations 41-0000	1	28,743
Office and Administrative Support Occupations 43-0000	211	8,386,694
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	8	355,246
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	4	117,719

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	3		
Hispanic/Latino	2		
American Indian or Alaska Native			
Asian	1		
Black or African American	36		
Native Hawaiian or Other Pacific Islander			
White	17		
Two or more races			
Race and ethnicity unknown			
Total men	59	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	1		
Hispanic/Latino	6		
American Indian or Alaska Native			
Asian	2		
Black or African American	59		
Native Hawaiian or Other Pacific Islander			
White	13		
Two or more races			
Race and ethnicity unknown			
Total women	81	0	0

Total (men+women)	140	0	0
Total from prior year	135		

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				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

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				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

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, 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	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	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	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, 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						3
Hispanic/Latino						2
American Indian or Alaska Native						0
Asian						1
Black or African American						36
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	59

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						6
American Indian or Alaska Native						0
Asian						2
Black or African American				1		60
Native Hawaiian or Other Pacific Islander						0
White						13
Two or more races						0
Race and ethnicity unknown						0

Total women	0	0	1	0	0	82
Total (men+women)	0	0	1	0	0	141
Total from prior year			1			137

Part D - Graduate assistants

Number of Graduate Assistants

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	Teaching 25-9044	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	8	15	23	46
Hispanic/Latino		1		1
American Indian or Alaska Native				0
Asian				0
Black or African American	2	3	25	30
Native Hawaiian or Other Pacific Islander				0
White		2	1	3
Two or more races				0
Race and ethnicity unknown				0
Total men	10	21	49	80

Women

Race/ethnicity	Teaching 25-9044	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	3	5	15	23
Hispanic/Latino			1	1
American Indian or Alaska Native				0
Asian			3	3
Black or African American	2	8	66	76
Native Hawaiian or Other Pacific Islander				0
White		1	6	7
Two or more races				0
Race and ethnicity unknown				0
Total women	5	14	91	110
Total (men+women)	15	35	140	190
Total from prior year	17	48	174	239

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	Not on Tenure Track					
		Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	1	1	0	1	0	0	137	140
? Exclusively credit	1	1		1			137	140
? 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 and Media Collections Specialists								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 Business and Financial Operations Occupations								0
13-0000 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	1	1	0	1	0	0	137	140
Total from prior year	1	0		4			131	136

23-0000, 27-0000, 25-4000,
25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

Total

331

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		2		3				5
Hispanic/Latino				1				1
American Indian or Alaska Native								0
Asian								0
Black or African American		1		4			4	9
Native Hawaiian or Other Pacific Islander								0
White		1		3				4
Two or more races		1						1
Race and ethnicity unknown								0
Total men	0	5	0	11	0	0	4	20

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien		1		2				3
Hispanic/Latino				1				1
American Indian or Alaska Native								0
Asian								0
Black or African American		7		10			9	26
Native Hawaiian or Other Pacific Islander								0
White		3		3			1	7
Two or more races				1				1
Race and ethnicity unknown								0
Total women	0	11	0	17	0	0	10	38
Total (men+women)	0	16	0	28	0	0	14	58

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	5			1
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	9			
Native Hawaiian or Other Pacific Islander	0			
White	4			
Two or more races	1			
Race and ethnicity unknown	0			
Total men	20	0	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	3			
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	26	1	1	
Native Hawaiian or Other Pacific Islander	0			
White	7		1	
Two or more races	1			
Race and ethnicity unknown	0			
Total women	38	1	2	0
Total (men+women)	58	1	2	1

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			1		
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American	5	4	1	6	
Native Hawaiian or Other Pacific Islander					
White				1	
Two or more races					
Race and ethnicity unknown					
Total men	5	4	2	7	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	7	11		2	
Native Hawaiian or Other Pacific Islander					
White					
Two or more races				1	
Race and ethnicity unknown					
Total women	7	11	0	3	0
Total (men+women)	12	15	2	10	0

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						7
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						0
Black or African American	6					31
Native Hawaiian or Other Pacific Islander						0
White				1		6
Two or more races						1
Race and ethnicity unknown						0
Total men	6	0	1	0	0	46

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						3
Hispanic/Latino						1
American Indian or Alaska Native						0
Asian						0
Black or African American	6		7			61
Native Hawaiian or Other Pacific Islander						0
White						8
Two or more races						2
						0

Race and ethnicity unknown							
Total women	6	0	7	0	0	75	
Total (men+women)	12	0	8	0	0	121	

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: Lakeisha Brooks

Email: Lakeisha.Brooks@famu.edu

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

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	hours	hours	hours	hours
Other offices	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	1,736	141	1,783
Instructional Staff	586	140	633
Primary Instruction	586	140	633
Exclusively credit	586	140	633
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	33	0	33
Public Service Staff	23	0	23
Library and Student and Academic Affairs and Other Education Services Occupations SOC	127	0	127
Librarians, Curators, and Archivists SOC 25-4000	39	0	39
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	17	0	17
Library Technicians SOC 25-4030	22	0	22
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	88	0	88
Management Occupations SOC 11-0000	225	0	225
Business and Financial Operations Occupations SOC 13-0000	156	0	156
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	80	0	80
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	96	0	96
Healthcare Practitioners and Technical Occupations SOC 29-0000	3	0	3
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	183	0	183
Sales and Related Occupations SOC 41-0000	1	0	1
Office and Administrative Support Occupations SOC 43-0000	211	1	211
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	8	0	8

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	4	0	4
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 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	201		40	345	586	5,917	\$48,974,792	\$8,277
Professor	58			101	159	1,605	\$17,617,958	\$10,977
Associate professor	60			99	159	1,611	\$13,612,971	\$8,450
Assistant professor	50		1	95	146	1,465	\$10,901,308	\$7,441
Instructor	33		39	50	122	1,236	\$6,842,555	\$5,536
Lecturer								
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

Florida Agricultural and Mechanical University (133650)

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	The Equated 9 months Annual Average salaries of No academic rank (Men) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1949)	Explanation	Yes	
Reason:	Due to operational needs, changes were made in the ranking of faculty members.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Perform Edits	The Equated 9 months Annual Average salaries of No academic rank (Women) reported in Part G3 - Average Salaries for Instructional Staff by Academic Rank has changed significantly since last year. Please review your data and make any necessary corrections, or explain the discrepancy. (Error #1955)	Explanation	Yes	
Reason:	Due to operational needs, changes were made in the ranking of faculty members.			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Screen: B1 - FT Non-instructional, Occupation - 3				
Screen Entry	This number is outside the expected range of between 50 and 102 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Due to reclassification of positions, this is the reason for significant increase in Business and Financial Operations Occupations.			
Screen Entry	This number is outside the expected range of between 40 and 82 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Due to position reclassification, this is the reason behind the significant increase in Community, Social Science, Legal, Arts, Design, Entertainment, Sports, and Media Occupations.			
Screen: B2 - FT Non-instructional, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 51 and 103 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Due to position reclassification, this is the reason behind the increase.			
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:	Due to operation needs of the department, this position no longer exists.			