

Institution: Central Oregon Community College (208318)  
User ID: P2083181

## Overview

### Human Resources Overview

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

#### Data Reporting Reminders

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

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

#### Resources:

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

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

## Human Resources Screening Questions

### Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

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

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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



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

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

**As of November 1, 2016**

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

**Men**

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	1	0	0	0	1
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	23	0	0	0	23
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	1	0	0	0	1
<b>Total men</b>	0	0	25	0	0	0	25

**Women**

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	2	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	1	0	0	0	1
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	1	25	0	0	0	26
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	0	0	4	0	0	0	4
<b>Total women</b>	0	1	33	0	0	0	34

**Total (men+women)** 0 1 58 0 0 0 0 59

Total from prior year 53

**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	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
<b>Total men</b>	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
<b>Total women</b>	0	0	0	0	0	0	0
<b>Total (men+women)</b>	0	0	0	0	0	0	0

**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, 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	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	6	0	0	6
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>	0	0	0	6	0	0	6

**Women**

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	6	0	0	6
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total women</b>	0	0	0	6	0	0	6

<b>Total (men+women)</b>	0	0	0	12	0	0	12
Total from prior year							11

**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	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
<b>Total men</b>	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	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
<b>Total women</b>	0	0	0	0	0	0	0

<b>Total (men+women)</b>	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	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
<b>Total men</b>	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
<b>Total women</b>	0	0	0	0	0	0	0
<b>Total (men+women)</b>	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	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
<b>Total men</b>	<b>0</b>

**Women**

Race/ethnicity	Without Faculty Status
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
<b>Total women</b>	<b>0</b>

**Total (men+women)**

<b>Total (men+women)</b>	<b>0</b>
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	0	0	0
Hispanic/Latino	1	3	4
American Indian or Alaska Native	0	0	0
Asian	2	2	4
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	59	57	116
Two or more races	0	1	1
Race and ethnicity unknown	2	4	6
<b>Total</b>	64	67	131
Total from prior year			<b>127</b>

**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	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0	0	0
Hispanic/Latino	1	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	59	0	0
Two or more races	0	0	0
Race and ethnicity unknown	2	0	0
<b>Total men</b>	<b>64</b>	<b>0</b>	<b>0</b>

**Women**

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0	0	0
Hispanic/Latino	3	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	57	0	0
Two or more races	1	0	0
Race and ethnicity unknown	4	0	0
<b>Total women</b>	<b>67</b>	<b>0</b>	<b>0</b>

<b>Total (men+women)</b>	<b>131</b>	<b>0</b>	<b>0</b>
Total from prior year	<b>127</b>		

**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		0	0	0
Hispanic/Latino		0	0	0
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White		0	0	7
Two or more races		0	0	0
Race and ethnicity unknown		0	0	0
<b>Total men</b>		0	0	7

**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		0	0	0
Hispanic/Latino		0	1	0
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White		0	0	16
Two or more races		0	0	1
Race and ethnicity unknown		0	0	1
<b>Total women</b>		0	1	17
<b>Total (men+women)</b>		0	1	24
Total from prior year				1

### 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	0	0	0	0	0
Hispanic/Latino	1	0	1	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	1	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	15	4	14	1	0
Two or more races	0	1	0	0	0
Race and ethnicity unknown	1	0	0	1	0
<b>Total men</b>	<b>17</b>	<b>5</b>	<b>16</b>	<b>2</b>	<b>0</b>

#### 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	0	0	0	0
Hispanic/Latino	0	0	0	2	0
American Indian or Alaska Native	0	1	0	0	0
Asian	0	1	1	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	23	15	8	7	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	2	1	1	0	0
<b>Total women</b>	<b>25</b>	<b>18</b>	<b>10</b>	<b>9</b>	<b>0</b>

<b>Total (men+women)</b>	<b>42</b>	<b>23</b>	<b>26</b>	<b>11</b>	<b>0</b>
Total from prior year	42	20	27	9	

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	3	0	1	0	0	7
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	3
Black or African American	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0	1
White	24	0	3	3	0	130
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	4
<b>Total men</b>	<b>28</b>	<b>0</b>	<b>4</b>	<b>3</b>	<b>0</b>	<b>146</b>

**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	0	0	0	0	0
Hispanic/Latino	0	0	3	0	0	9
American Indian or Alaska Native	1	0	0	0	0	2
Asian	0	0	4	0	0	8
Black or African American	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	4	0	45	0	0	175
Two or more races	0	0	0	0	0	2
	0	0	2	0	0	11

Race and ethnicity unknown						
<b>Total women</b>	5	0	54	0	0	207
<b>Total (men+women)</b>	33	0	58	3	0	353
Total from prior year	<b>38</b>		<b>57</b>	<b>6</b>		<b>344</b>



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

Number of <u>Full-time Non-instructional Staff</u>								
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	0	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0	0
25-4010								
Librarians	0	0	0	0	0	0	1	1
25-4020								
Library Technicians	0	0	0	0	0	0	1	1
25-4030								
Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	0	24	24
25-2000 + 25-3000 + 25-9000								
Management Occupations	0	0	0	0	0	0	42	42
11-0000								
Business and Financial Operations Occupations	0	0	0	0	0	0	23	23
13-0000								
Computer, Engineering, and Science Occupations	0	0	0	0	0	0	26	26
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	11	11
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	0	0
29-0000								
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>128</b>	<b>128</b>
Total from prior year							<b>116</b>	<b>116</b>



## 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			
<b>Men</b>								
Professors				21		21	21	189
Associate professors				10		10	10	90
Assistant professors				27		27	27	243
Instructors				6		6	6	54
Lecturers						0	0	0
No academic rank						0	0	0
<b>Total men</b>	0	0	0	64	0	64	64	576
Total men full-time instructional staff from Part A						64		
<b>Women</b>								
Professors				16		16	16	144
Associate professors				12		12	12	108
Assistant professors				33		33	33	297
Instructors				6		6	6	54
Lecturers						0	0	0
No academic rank						0	0	0
<b>Total women</b>	0	0	0	67	0	67	67	603
Total women full-time instructional staff from Part A						67		
<b>Total (men + women)</b>	0	0	0	131	0	131	131	1,179
Total (men +women) full-time instructional staff from Part A						131		

## 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	
<b>Men</b>							
Professors	21	189				1,693,532	8,960
Associate professors	10	90				667,180	7,413
Assistant professors	27	243				1,418,994	5,839
Instructors	6	54				290,862	5,386
Lecturers	0	0				0	
No academic rank	0	0				0	
<b>Total men</b>	<b>64</b>	<b>576</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,070,568</b>	<b>7,067</b>
<b>Women</b>							
Professors	16	144				1,288,472	8,948
Associate professors	12	108				779,784	7,220
Assistant professors	33	297				1,736,956	5,848
Instructors	6	54				273,042	5,056
Lecturers	0	0				0	
No academic rank	0	0	0			0	
<b>Total women</b>	<b>67</b>	<b>603</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4,078,254</b>	<b>6,763</b>
<b>Total (men + women)</b>	<b>131</b>	<b>1,179</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8,148,822</b>	<b>6,912</b>

**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	
<b>Men</b>					
Professors				80,644	80,644
Associate professors				66,718	66,718
Assistant professors				52,555	52,555
Instructors				48,477	48,477
Lecturers					
No academic rank					
<b>Total men</b>				63,603	63,603
<b>Women</b>					
Professors				80,530	80,530
Associate professors				64,982	64,982
Assistant professors				52,635	52,635
Instructors				45,507	45,507
Lecturers					
No academic rank					
<b>Total women</b>				60,869	60,869
<b>Total (men + women)</b>				62,205	62,205

**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	0	0
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	26	1,277,387
Management Occupations 11-0000	42	3,528,210
Business and Financial Operations Occupations 13-0000	23	1,048,836
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	26	1,580,525
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	11	484,192
Healthcare Practitioners and Technical Occupations 29-0000	0	0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	33	1,180,184
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	58	2,151,663
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	3	144,121
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	0

## 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			
Hispanic/Latino	2		
American Indian or Alaska Native	1		
Asian			
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	71		
Two or more races	1		
Race and ethnicity unknown	5		
<b>Total men</b>	<b>81</b>	<b>0</b>	<b>0</b>

#### Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native	1		
Asian	2		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	100		
Two or more races			
Race and ethnicity unknown	4		
<b>Total women</b>	<b>107</b>	<b>0</b>	<b>0</b>

<b>Total (men+women)</b>	<b>188</b>	<b>0</b>	<b>0</b>
Total from prior year	<b>190</b>		

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

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

**As of November 1, 2016**

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

**Men**

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u>
<u>Nonresident alien</u>					0
<u>Hispanic/Latino</u>					0
<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
<b>Total men</b>	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>				5	5
<u>Two or more races</u>					0
<u>Race and ethnicity unknown</u>					0
<b>Total women</b>	0	0	0	5	5

<b>Total (men+women)</b>	0	0	0	5	5
Total from prior year				16	16



### 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					
Hispanic/Latino					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White		1		1	
Two or more races					
Race and ethnicity unknown				1	
<b>Total men</b>	0	1	0	2	0

#### Women

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

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

**Number of Part-time Staff**

**As of November 1, 2016**

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

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino	1					3
American Indian or Alaska Native						1
Asian						0
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White					2	75
Two or more races						1
Race and ethnicity unknown						6
<b>Total men</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>87</b>

**Women**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native						1
Asian						2
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White		2	9			124
Two or more races						0
Race and ethnicity unknown						5

<b>Total women</b>	0	2	9	0	0	133
<b>Total (men+women)</b>	1	2	9	0	2	220
Total from prior year	3	2	8		2	235

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

Number of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	0	0	188	0	0	188
? Exclusively credit					188			188
? 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	0
25-4010 Librarians							0	0
25-4020 Library Technicians							0	0
25-4030								0
? Student and Academic Affairs and Other Education Services Occupations							5	5
25-2000 + 25-3000 + 25-9000								0
Management Occupations							1	1
11-0000								0
Business and Financial Operations Occupations							3	3
13-0000								0
Computer, Engineering, and Science Occupations							3	3
15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							6	6
21-0000 + 23-0000 + 27-0000								0
Healthcare Practitioners and Technical Occupations							0	0
29-0000								0
<b>Total</b>	0	0	0	0	188	0	18	206
Total from prior year	0	0		0	190		30	220



**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

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

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

### Number of Newly Hired Full-time Staff

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

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

#### Men

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

#### Women

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

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

#### Women

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



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

**Number of Newly Hired Full-time Staff**

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

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

**Men**

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

**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						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1		3			12
Two or more races						1
						1

Race and ethnicity unknown							
<b>Total women</b>	1	0	3	0	0	14	
<b>Total (men+women)</b>	3	0	3	0	0	18	

## Human Resources Survey Evaluation

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

No, we did not have any difficulty categorizing the staff members.

### Prepared by

**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: Diane Ross
Email: dross3@cocc.edu

How long did it take to prepare this survey component?	24 hours	0 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](mailto: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	
<b>Total number of staff</b>	353	220	426
Instructional Staff	131	188	194
Primary Instruction	131	188	194
Exclusively credit	131	188	194
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	26	5	28
Librarians, Curators, and Archivists SOC 25-4000	2	0	2
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	1	0	1
Library Technicians SOC 25-4030	1	0	1
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	24	5	26
Management Occupations SOC 11-0000	42	1	42
Business and Financial Operations Occupations SOC 13-0000	23	3	24
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	26	3	27
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	11	6	13
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	0	0
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	33	1	33
Sales and Related Occupations SOC 41-0000	0	2	1
Office and Administrative Support Occupations SOC 43-0000	58	9	61
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	3	0	3

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	2	1
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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				
<b>All Ranks</b>				131	131	1,179	\$8,148,822	\$6,912
Professor				37	37	333	\$2,982,004	\$8,955
Associate professor				22	22	198	\$1,446,964	\$7,308
Assistant professor				60	60	540	\$3,155,950	\$5,844
Instructor				12	12	108	\$563,904	\$5,221
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

## Central Oregon Community College (208318)

Source	Description	Severity	Resolved	Options
<b>Screen: E - PT Staff, Occupation and Tenure - 1</b>				
Screen Entry	This number is outside the expected range of between 20 and 40 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Several of the non-instruction Part-time positions have transitioned to full-time positions.			
<b>Screen: H - New Hires Instructional, Tenure</b>				
Screen Entry	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	One out of three individuals did not express their ethnicity.			
Screen Entry	The total number of new hires (3) is outside the expected range of between 4 and 19 based on the number of full-time staff reported in the prior year and the number of full-time staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes	
Reason:	Due to declining enrollment we are hiring less Full-time instructors			