

Institution: Western Carolina University (200004)
User ID: P2000041

Overview

Human Resources Overview

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

Recent changes

There are no changes in reporting for 2013-14. However, clarifications have been made to screens and instructions, to address respondent questions. Also, check out the new FAQs.

Several Occupational Categories have been renamed, to better describe who should be reported in them:

- **New:** Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations (21-0000 + 23-0000 + 27-0000)
- **Old:** Community Service, Legal, Arts, and Media Occupations

- **New:** Student and Academic Affairs and Other Education Services Occupations (25-2000 + 25-3000 + 25-9000)
- **Old:** Other Teaching and Instructional Support Occupations

One contract type category has been expanded:

- **New:** Multi-year or continuing or at-will contract
- **Old:** Multi-year contract

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- The IPEDS HR/SOC Information Center can be found at the following website: <http://nces.ed.gov/ipeds/resource/soc.asp>. (The resource center includes the IPEDS/SOC crosswalk, SOC information, the IPEDS HR/SOC Browse Tool, and web tutorials.

Data reporting reminders:

- Enter data on each displayed screen. If a screen is not applicable, enter at least one zero in a field on the screen.
- Report staff members difficult to categorize in the "Human Resources Survey Evaluation" box at the end of the survey.

To access your prior year data submission for this component: [Reported Data](#)

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

Yes No

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

Yes No

? 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.*

- | | | |
|-------------------------------------|---------------------------|---|
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Are ALL of the instructional staff military personnel? |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff contribute their services (e.g., members of a religious order)? |
| <input checked="" type="radio"/> No | <input type="radio"/> Yes | Do ALL of the instructional staff teach pre-clinical or clinical medicine? |

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

Human Resources Screening Questions

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.*

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
----------------------------------	-----	-----------------------	----

Does your institution have graduate assistants?

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

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
----------------------------------	-----	-----------------------	----

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2013 either for the *first time* (new to the institution) or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2013? (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 and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in **Part H**.*

<input checked="" type="radio"/>	Yes	<input type="radio"/>	No
----------------------------------	-----	-----------------------	----

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

With Faculty Status

Tenured

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien	0	1	0	0	0	0	1
Hispanic/Latino	2	1	1	0	0	0	4
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	1	3	0	0	0	0	4
Black or African American	1	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	47	61	1	0	0	0	109
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	51	66	2	0	0	0	119
Women							
Nonresident alien	0	0	1	0	0	0	1
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

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

With Faculty Status

On Tenure Track

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien	0	1	3	0	0	0	4
Hispanic/Latino	1	0	1	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	1	2	2	0	0	0	5
Black or African American	0	0	1	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	12	37	0	0	0	50
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	0	0	3	0	0	0	3
Total men	3	15	48	0	0	0	66
Women							
Nonresident alien	0	0	4	0	0	0	4
Hispanic/Latino	0	0	1	0	0	0	1
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	1	0	0	0	1

Part A1 - Full-time Instructional Staff

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

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	1	0	0	0	0	0	1
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	3	1	8	1	1	1	15
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	4	1	9	1	1	1	17
Women							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	1	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	1	2	2	0	5	10
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	1	2	2	0	6	11
Total (men+women)	4	2	11	3	1	7	28
Total from prior year							22

Part A1 - Full-time Instructional Staff

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

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
Nonresident alien	0	0	0	0	0	1	1
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	1	0	0	1
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	14	5	0	8	27
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	1	0	0	0	1
Total men	0	0	15	6	0	9	30
Women							
Nonresident alien	0	0	0	1	0	0	1
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	1	1	0	0	2

Part A1 - Full-time Instructional Staff

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

As of November 1, 2013

- 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

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Men							
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	1	1
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	1	1
Women							
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	1	1
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	1 1
Total (men+women)	0	0	0	0	0	0	2 2
Total from prior year							1

Part A1 - Full-time Instructional Staff

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2013

- 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

Gender and race/ethnicity	Without Faculty Status
Men	
<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 men	0
Women	
<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
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff

Number of Full-time Instructional Staff

As of November 1, 2013

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

	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Total carried forward from previous screens	200	130	28	84	2	0	444
Primarily Instruction	200	130	28	84	2	0	444
Exclusively credit	200	130	28	84	2	0	444
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0

Part A3 - Full-time Instructional Staff - Totals**Total number of Full-time Instructional Staff****As of November 1, 2013**

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	6	6	12
Hispanic/Latino	6	2	8
American Indian or Alaska Native	2	0	2
Asian	10	3	13
Black or African American	2	1	3
Native Hawaiian or Other Pacific Islander	0	0	0
White	202	196	398
Two or more races	1	2	3
Race and ethnicity unknown	4	1	5
Total	233	211	444

Part B1 - Full-time Non-instructional staff

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

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Men			
Nonresident alien	6	0	0
Hispanic/Latino	6	0	0
American Indian or Alaska Native	2	0	0
Asian	10	0	0
Black or African American	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	202	0	0
Two or more races	1	0	0
Race and ethnicity unknown	4	0	0
Total men	233	0	0
Women			
Nonresident alien	6	0	0
Hispanic/Latino	2	0	0
American Indian or Alaska Native	0	0	0
Asian	3	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	196	0	0
Two or more races	2	0	0

Race and ethnicity unknown	1	0	0
Total women	211	0	0
Total (men+women)	444	0	0
Total from prior year		1	1

Part B1 - Full-time Non-instructional staff

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

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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
Men				
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	3	4	0	17
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	0
Total men	3	4	0	22
Women				
Nonresident alien	0	1	0	0
Hispanic/Latino	0	0	0	1
American Indian or Alaska Native	0	0	0	2
Asian				

	0	0	0	0
Black or African American	0	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	10	0	29
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	5	11	0	36
Total (men+women)	8	15	0	58
Total from prior year	7	18		82

Part B1 - Full-time Non-instructional staff

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

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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
Men					
Nonresident alien	0	0	1	0	0
Hispanic/Latino	0	0	1	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	2	0	1	1	0
Black or African American	1	2	0	4	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	46	21	24	49	8
Two or more races	0	0	2	0	0
Race and ethnicity unknown	0	0	0	1	0
Total men	49	23	29	55	8
Women					
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	1	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian					

	0	0	0	0	0
Black or African American	2	2	0	2	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	25	45	21	37	7
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	1
Total women	27	48	21	40	8
Total (men+women)	76	71	50	95	16
Total from prior year	67	66	54	69	12

Part B1 - Full-time Non-instructional staff

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

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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)
Men						
Nonresident alien	0	0	0	0	0	7
Hispanic/Latino	2	0	0	0	0	9
American Indian or Alaska Native	1	0	0	1	0	4
Asian	0	0	0	0	0	14
Black or African American	1	0	0	0	0	14
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	111	0	23	111	20	639
Two or more races	0	0	1	0	0	5
Race and ethnicity unknown	1	0	0	1	0	7
Total men	116	0	24	113	20	699
Women						
Nonresident alien	0	0	0	0	0	7
Hispanic/Latino	1	0	1	1	0	8
American Indian or Alaska Native	0	0	1	0	0	3
Asian	0	0	2	0	0	5

Black or African American	1	0	3	1	0	16
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	76	2	177	13	2	645
Two or more races	0	0	1	0	0	3
Race and ethnicity unknown	0	0	0	0	0	2
Total women	78	2	185	15	2	689
Total (men+women)	194	2	209	128	22	1,388
Total from prior year	174	3	209	112	19	1,330

Part B2 - Full-time non-instructional staff

Number of Full-time Non-instructional Staff

As of November 1, 2013

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Research staff	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	8	8
Librarians 25-4020	7	6	0	0	0	2	15
Library Technicians 25-4030	0	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	10	0	1	47	58
Management Occupations 11-0000	25	0	8	0	1	42	76
Business and Financial Operations Occupations 13-0000	0	0	5	0	0	66	71
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	3	0	0	47	50
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	15	0	0	80	95
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	16	16
Total	32	6	41	0	2	308	389

Total from prior year	27	8	32	3	0	307	377
-----------------------	----	---	----	---	---	-----	-----

Office and Administrative Support Occupations 43-0000		
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		128
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		22
Total		1,388

Part G - Salary Worksheet

**Number of Full-time Non-medical Instructional Staff
For Calculation of Total Number of Months**

Annual Salary, 2013-14

- Report number of instructional staff by the number of months to be worked.
- Months reported should correspond with the number of months worked (which may differ from the number of months they are paid).
- Include **ONLY** full-time, non-medical instructional staff.
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status.
- Balance column should include instructional staff whose annual salary covers less than 9 months.

Gender and academic rank	Months worked				Total Staff for Salary reporting	Total Number of Months	Total full-time, non-medical, instructional staff from Part A	Balance (All other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors	12	0	5	41	58	563		
Associate professors	8	0	4	70	82	766		
Assistant professors	6	0	2	66	74	686		
Instructors	3	0	0	4	7	72		
Lecturers	1	0	0	0	1	12		
No academic rank	2	0	0	9	11	105		
Total men	32	0	11	190	233	2,204	233	0
Women								
Professors	1	0	0	22	23	210		
Associate professors	4	0	0	64	68	624		
Assistant professors	1	2	1	80	84	764		
Instructors	2	0	0	7	9	87		
Lecturers	0	0	0	2	2	18		
No academic rank	0	0	0	25	25	225		
	8	2	1	200	211	1,928	211	0

Total women									
Total (men + women)	40	2	12	390	444	4,132	444	0	

Part G - Salary outlays for instructional staff

Salary Outlays

for Full-time Non-medical Instructional Staff

Annual Salary Outlays, 2013-14

•Report ANNUAL salary outlays for the full-time, non-medical, 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
Men				
Professors	58	563	5,794,166	10,292
Associate professors	82	766	6,170,474	8,055
Assistant professors	74	686	4,814,817	7,019
Instructors	7	72	294,811	4,095
Lecturers	1	12	50,833	4,236
No academic rank	11	105	586,414	5,585
Total men	233	2,204	17,711,515	8,036
Women				
Professors	23	210	1,898,098	9,039
Associate professors	68	624	4,751,996	7,615
Assistant professors	84	764	4,760,684	6,231
Instructors	9	87	401,350	4,613
Lecturers	2	18	66,406	3,689
No academic rank	25	225	1,369,839	6,088
Total women	211	1,928	13,248,373	6,872
Total (men + women)	444	4,132	30,959,888	7,493

Part G - Salary outlays for non-instructional staff

Salary Outlays

For Full-time Non-medical Non-instructional Staff

Annual Salary Outlays, 2013-14

Occupational category	Number of full-time staff (carried forward from previous screens)	Total salary outlays
<u>Research staff</u>	0	0
<u>Public Service staff</u>	0	0
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	81	3,782,219
<u>Management Occupations</u> 11-0000	76	8,133,705
<u>Business and Financial Operations Occupations</u> 13-0000	71	3,443,015
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	50	3,451,477
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	95	4,681,124
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	16	871,300
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	194	5,561,485
<u>Sales and Related Occupations</u> 41-0000	2	58,502
<u>Office and Administrative Support Occupations</u> 43-0000	209	6,510,892
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	128	5,359,979
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	22	647,281

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Primarily Instruction and Instruction/Research/Public Service Staff	Research staff	Public Service staff
Men			
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	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	82	0	0
Two or more races	1	0	0
Race and ethnicity unknown	1	0	0
Total men	88	0	0
Women			
Nonresident alien	0	0	0
Hispanic/Latino	1	0	0
American Indian or Alaska Native	1	0	0
Asian	2	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	107	0	0
Two or more races	0	0	0

Race and ethnicity unknown	0	0	0
Total women	111	0	0
Total (men+women)	199	0	0
Total from prior year	178		

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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>
Men					
<u>Nonresident alien</u>	0	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0
<u>Black or African American</u>	0	0	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0
<u>White</u>	0	0	0	0	0
<u>Two or more races</u>	0	0	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0	0	0
Total men	0	0	0	0	0
Women					
<u>Nonresident alien</u>	0	0	0	0	0
<u>Hispanic/Latino</u>	0	1	0	0	1
<u>American Indian or Alaska Native</u>	0	0	0	0	0
<u>Asian</u>					0

	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	1	0	1	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	0	2	0	1	3
Total (men+women)	0	2	0	1	3
Total from prior year				9	9

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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
Men					
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	1	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	3	0	0	2	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	3	0	0	3	1
Women					
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	1	0
Asian	0	0	0	0	0

Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	3	0	0	1	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	3	0	0	2	0
Total (men+women)	6	0	0	5	1
Total from prior year	4	2		6	1

Part D - Part-time staff

Number of Part-time Staff

As of November 1, 2013

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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
Men						
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	1
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	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	0	1	0	90
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	1
Total men	1	0	0	1	0	97
Women						
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	2
Asian	0	0	0	0	0	2
	0	0	0	0	0	0

Black or African American							
Native Hawaiian or Other Pacific Islander	0	0	0	0	0		0
White	0	0	9	1	0		123
Two or more races	0	0	0	0	0		0
Race and ethnicity unknown	0	0	0	0	0		0
Total women		0	0	9	1	0	129
Total (men+women)		1	0	9	2	0	226
Total from prior year				6	1		207

Part E - Part-time staff

Number of Part-time Staff

As of November 1, 2013

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	3	0	5	29	162	0	199
Exclusively credit	3	0	5	29	162	0	199
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	0
Librarians 25-4020	1	0	0	0	0	1	2
Library Technicians 25-4030	0	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	0	1	1
Management Occupations 11-0000	4	1	1	0	0	0	6
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	0	0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	5	5
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	1	1

Total	8	1	6	29	162	8 214
Total from prior year	4	1	9	29	150	7 200

Part F - Part-time summary non-medical

Summary of Part-time Staff

As of November 1, 2013

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Primarily Instruction	3	0	5	29	162	0	199
Exclusively credit	3	0	5	29	162	0	199
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0
25-4010 Librarians	1	0	0	0	0	1	2
25-4020 Library Technicians	0	0	0	0	0	0	0
25-4030 Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	1	1
25-2000 + 25-3000 + 25-9000 Management Occupations	4	1	1	0	0	0	6
11-0000 Business and Financial Operations Occupations	0	0	0	0	0	0	0
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0	0	0
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	5	5
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	1	1
29-0000 Service Occupations							1
31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000 Sales and Related Occupations							0
41-0000 Office and Administrative Support Occupations							9

43-0000		
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000		2
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000		0
Graduate Assistants		251
Teaching 25-1191		121
Research		130
Management Occupations 11-0000		0
Business and Financial Operations Occupations 13-0000		0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000		0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000		0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		0
Healthcare Practitioners and Technical Occupations 29-0000		0
Total		477

Part H - New Hires - Full-time instructional staff

Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

- 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

Gender and race/ethnicity	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Men							
Nonresident alien	0	1	0	1	0	0	2
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	1	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	12	2	4	0	0	18
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	1	13	2	5	0	0	21
Women							
Nonresident alien	0	2	0	1	0	0	3
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0

Asian	0	1	0	1	0	0	2
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	10	0	4	1	0	15
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	13	0	6	1	0	20
Total (men+women)	1	26	2	11	1	0	41

Part H - New Hires - Full-time staff

Number of Newly Hired Full-time Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

Gender and race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Men				
Nonresident alien	2	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	18	0	0	0
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	21	0	0	0
Women				
Nonresident alien	3	0	0	1
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	1
Asian	2	0	0	0
	0			

Black or African American		0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	15	0	0	3
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	20	0	0	7
Total (men+women)	41	0	0	7

Part H - New Hires - Full-time non-instructional staff

Number of Newly Hired Full-time Non-instructional Staff

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

Gender and 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
Men					
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	2	2	1	3	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	3	2	1	3	0
Women					
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
	0	0	0	0	0

American Indian or Alaska Native					
Asian	0	0	0	0	0
Black or African American	0	0	0	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	2	1	1	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	0	2	1	2	1
Total (men+women)	3	4	2	5	1

Part H - New Hires - Full-time non-instructional staff and Total New Hires

Number of Newly Hired Full-time Non-instructional Staff and Total New Hires

(Hired full time between July 1 and October 31, 2013 and still on payroll of the institution as of November 1, 2013)

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

•Report race for non-Hispanic/Latino individuals only

Gender and 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)
Men						
Nonresident alien	0	0	0	0	0	2
Hispanic/Latino	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	0	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	3	0	1	2	0	32
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0
Total men	3	0	1	2	0	36
Women						
Nonresident alien	0	0	0	0	0	4
Hispanic/Latino	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	1

Asian	0	0	0	0	0	2	
Black or African American	1	0	0	0	0	4	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	
White	2	0	8	0	0	33	
Two or more races	0	0	1	0	0	1	
Race and ethnicity unknown	0	0	0	0	0	0	
Total women		3	0	9	0	0	45
Total (men+women)		6	0	10	2	0	81

Institution: Western Carolina University (200004)

User ID: P2000041

Human Resources Survey Evaluation

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

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 2014.

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 2013**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,388	226	1,463
Instructional Staff	444	199	510
Primary Instruction	444	199	510
Exclusively credit	444	199	510
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	81	3	82
Librarians, Curators, and Archivists SOC 25-4000	23	2	24
Archivists, Curators, and Museum Technicians SOC 25-4010	8	0	8
Librarians SOC 25-4020	15	2	16
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	58	1	58
Management Occupations SOC 11-0000	76	6	78

**Number of staff by employment status and occupational category:
Fall 2013**

Business and Financial Operations Occupations SOC 13-0000	71	0	71
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	50	0	50
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	95	5	97
Healthcare Practitioners and Technical Occupations SOC 29-0000	16	1	16
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	194	1	194
Sales and Related Occupations SOC 41-0000	2	0	2
Office and Administrative Support Occupations SOC 43-0000	209	9	212
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	128	2	129
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	22	0	22

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 2013-14**

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	40	2	12	390	444	4,132	\$30,959,888	\$7,493
Professor	13		5	63	81	773	\$7,692,264	\$9,951
Associate professor	12		4	134	150	1,390	\$10,922,470	\$7,858
Assistant professor	7	2	3	146	158	1,450	\$9,575,501	\$6,604
Instructor	5			11	16	159	\$696,161	\$4,378
Lecturer	1			2	3	30	\$117,239	\$3,908
No academic rank	2			34	36	330	\$1,956,253	\$5,928

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

Western Carolina University (200004)

Source	Description	Severity	Resolved	Options
Screen: FT Non-instructional R/E/G - 1				
Upload File	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:	The entry is only different from last year by a count of one. This is correct.			
Upload File	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:	The entry is only different from last year by a count of one. This is correct.			
Screen: FT Non-instructional R/E/G - 3				
Upload File	This number is outside the expected range of between 45 and 93 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	This figure has been confirmed with Human Resources. There have been some reporting changes over the last 2-3 years due to a shift from JCAT to SOC coding of employment categories.			
Screen: FT non-instructional by Tenure status and Occupation - 1				
Upload File	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:	The entry is only different from last year by a count of three. This is correct.			
Screen: PT staff by Occupation and R/E/G - 3				
Upload File	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:	The entry is only different from last year by a count of two. This is correct.			