

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

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

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.

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)?

The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?

If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.

If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

No, I will not report data by gender and race/ethnicity this year

Yes, I will report data by gender and race/ethnicity this year

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.*

Yes No

Does your institution have graduate assistants?

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

Yes 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, 2014 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, 2014? (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**.*

Yes No

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, 2014

- 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	4	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	0	0	4	0	0	0	4
Black or African American	0	0	2	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	1	4	35	0	0	0	40
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	1	5	10	0	0	0	16
Total men	3	9	56	0	0	0	68

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	4	0	0	0	4
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	1	1	0	0	0	2
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	6	37	0	0	1	45
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	1	1	6	0	0	0	8
Total women	2	8	49	0	0	1	60

Total (men+women) 5 17 105 0 0 1 128

Total from prior year 130

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 or Continuing or At-will Contract**

As of November 1, 2014

- 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	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	2	1	5	3	1	0	12
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	1	0	1	0	0	1	3
Total men	3	1	7	3	1	1	16

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	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	4	9
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	1	1
Total women	0	1	2	2	0	6	11

Total (men+women)	3	2	9	5	1	7	27
Total from prior year							28

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, 2014

- 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
Total men	0	0	0	0	0	0	0

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	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)	0	0	0	0	0	0	0
Total from prior year							2

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2014

- 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
Total men	0

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
Total women	0

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2014

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

	With <u>Faculty status</u>					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Instructional staff</u>	205	128	27	93	0	0	453
Total carried forward from previous screens	205	128	27	93	0	0	453
<u>Primarily Instruction</u>	205	128	27	93	0	0	453
Exclusively credit	205	126	27	90	0	0	448
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	2	0	3	0	0	5
<u>Instruction/research/public service staff</u>	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, 2014

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	5	6	11
Hispanic/Latino	4	2	6
American Indian or Alaska Native	1	0	1
Asian	12	4	16
Black or African American	3	1	4
Native Hawaiian or Other Pacific Islander	0	0	0
White	163	174	337
Two or more races	3	2	5
Race and ethnicity unknown	47	26	73
Total	238	215	453
Total from prior year			444

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

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

by Occupational Category

As of November 1, 2014

•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	5	0	0
Hispanic/Latino	4	0	0
American Indian or Alaska Native	1	0	0
Asian	12	0	0
Black or African American	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	163	0	0
Two or more races	3	0	0
Race and ethnicity unknown	47	0	0
Total men	238	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	6	0	0
Hispanic/Latino	2	0	0
American Indian or Alaska Native	0	0	0
Asian	4	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	174	0	1
Two or more races	2	0	0
Race and ethnicity unknown	26	0	0
Total women	215	0	1

Total (men+women) 453 0 1

Total from prior year 444

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2014

•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	1
Native Hawaiian or Other Pacific Islander		0	0	0
White	2	1	0	15
Two or more races	0	0	0	0
Race and ethnicity unknown	1	2	0	2
Total men	3	3	0	18

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	1	0
Hispanic/Latino		0	0	1
American Indian or Alaska Native		0	0	2
Asian		0	0	0
Black or African American		0	0	4
Native Hawaiian or Other Pacific Islander		0	0	0
White	5	9	0	35
Two or more races	0	0	0	0
Race and ethnicity unknown	1	0	0	5
Total women	6	10	0	47
Total (men+women)	9	13	0	65
Total from prior year	8	15		58

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2014

•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	0	0	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	1	0	1	1	0
Black or African American	0	2	0	5	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	46	23	21	43	8
Two or more races	0	0	1	1	0
Race and ethnicity unknown	9	3	5	7	0
Total men	56	28	28	58	8

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	1	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	2	1	1	2	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	27	43	16	37	7
Two or more races	1	0	0	0	0
Race and ethnicity unknown	4	2	4	5	2
Total women	34	47	21	44	9

Total (men+women)	90	75	49	102	17
Total from prior year	76	71	50	95	16

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

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

As of November 1, 2014

- 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	5
Hispanic/Latino	1	0	0	0	0	6
American Indian or Alaska Native	2	0	0	0	1	4
Asian	0	0	0	0	0	15
Black or African American	1	0	0	0	0	12
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	78	0	15	84	9	508
Two or more races	0	0	3	4	0	12
Race and ethnicity unknown	27	0	7	25	9	144
Total men	109	0	25	114	18	706

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	7
Hispanic/Latino	1	0	0	1	0	6
American Indian or Alaska Native	0	0	0	0	0	2
Asian	0	0	1	0	0	5
Black or African American	1	0	0	1	0	13
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	53	1	154	12	3	577
Two or more races	1	0	3	0	0	7
	20	1	22	1	0	93

Race and ethnicity unknown							
Total women	76	2	180	15	3	710	
Total (men+women)	185	2	205	129	21	1,416	
Total from prior year	194	2	209	128	22	1,388	

Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure Status**Number of Full-time Non-instructional Staff****As of November 1, 2014**

Occupational category	With <u>Faculty status</u>					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	1	0	0	1
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	9	9
Librarians 25-4020	5	4	2	0	0	2	13
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	23	0	2	40	65
Management Occupations 11-0000	28	0	21	0	0	41	90
Business and Financial Operations Occupations 13-0000	0	0	10	0	0	65	75
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	3	1	0	45	49
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	29	2	0	71	102
Healthcare Practitioners and Technical Occupations 29-0000	0	0	1	0	0	16	17
Total	33	4	89	4	2	289	421
Total from prior year	32	6	41		2	308	389

Part G - Salaries Worksheet

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

Annual Salary, 2014-15

- 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
- Balance column should include instructional staff whose annual salary covers less than 9 months worked

Gender and academic rank	Months worked				Total Staff for Salary reporting	Total Number of Months	Total full-time instructional staff from Part A	Balance (All other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors	13	0	3	44	60	582		
Associate professors	8	0	4	65	77	721		
Assistant professors	7	0	1	69	77	715		
Instructors	3	0	1	7	11	109		
Lecturers	1	0	0	0	1	12		
No academic rank	2	0	0	10	12	114		
Total men	34	0	9	195	238	2,253	238	0
Women								
Professors	1	0	0	21	22	201		
Associate professors	3	0	2	65	70	641		
Assistant professors	2	0	2	81	85	773		
Instructors	2	0	0	10	12	114		
Lecturers	0	0	0	1	1	9		
No academic rank	1	0	0	24	25	228		
Total women	9	0	4	202	215	1,966	215	0
Total (men + women)	43	0	13	397	453	4,219	453	0

Part G - Salary outlays for instructional staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2014-15

•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)	? Total Annual Salary Outlays	? Weighted Average Monthly Salaries
Men				
Professors	60	582	6,052,340	10,399
Associate professors	77	721	5,656,749	7,846
Assistant professors	77	715	5,023,954	7,027
Instructors	11	109	462,215	4,241
Lecturers	1	12	50,833	4,236
No academic rank	12	114	627,439	5,504
Total men	238	2,253	17,873,530	7,933
Women				
Professors	22	201	1,862,115	9,264
Associate professors	70	641	4,825,891	7,529
Assistant professors	85	773	4,891,501	6,328
Instructors	12	114	530,912	4,657
Lecturers	1	9	39,386	4,376
No academic rank	25	228	1,388,386	6,089
Total women	215	1,966	13,538,191	6,886
Total (men + women)	453	4,219	31,411,721	7,445

Part G - Salary outlays for non-instructional staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2014-15

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	1	46,479
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	87	3,995,360
Management Occupations 11-0000	90	9,632,173
Business and Financial Operations Occupations 13-0000	75	3,826,638
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	49	3,570,039
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	102	4,990,325
Healthcare Practitioners and Technical Occupations 29-0000	17	988,346
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	185	5,574,823
Sales and Related Occupations 41-0000	2	60,502
Office and Administrative Support Occupations 43-0000	205	6,688,502
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	129	5,550,015
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	21	619,797

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2014

- 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	0	0	0
Hispanic/Latino	1	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	82	0	0
Two or more races	1	0	0
Race and ethnicity unknown	11	0	0
Total men	95	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0	0	0
Hispanic/Latino	2	0	0
American Indian or Alaska Native	1	0	0
Asian	1	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	112	0	0
Two or more races	1	0	0
Race and ethnicity unknown	5	0	0
Total women	122	0	0

Total (men+women)	217	0	0
Total from prior year	199		

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

As of November 1, 2014

•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	Library and Student and Academic Affairs and Other Education Services Occupations
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	0
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		0	0	0	0
Two or more races		0	0	0	0
Race and ethnicity unknown		0	0	0	0
Total men		0	0	0	0

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	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien		0	0	0	0
Hispanic/Latino		0	1	0	1
American Indian or Alaska Native		0	0	0	0
Asian		0	0	0	0
Black or African American		0	0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		0	1	0	2
Two or more races		0	0	0	0
Race and ethnicity unknown		0	0	0	0
Total women		0	2	0	3

Total (men+women)		0	2	0	1	3
Total from prior year			2		1	3

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2014

•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	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	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	2	0	0	2	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	1	0	0	1	0
Total men	3	0	0	3	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	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	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	1	0
Total women	3	0	0	2	0

Total (men+women)	6	0	0	5	1
Total from prior year	6			5	1

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2014

•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	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	0
Black or African American	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	0	0	0	88
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	1	14
Total men	1	0	0	0	1	104

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	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	1
Black or African American	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	7	1	0	126
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	6

Total women	0	0	7	1	0	138
Total (men+women)	1	0	7	2	0	242
Total from prior year	1		9	2		226

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

Number of Part-time Staff

As of November 1, 2014

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		
<u>Primarily Instruction</u>	0	0	11	33	173	0	217
? Exclusively credit	0	0	11	30	0	0	41
? Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	3	173	0	176
<u>Instruction/research/public service staff</u>	0	0	0	0	0	0	0
<u>Research staff</u>	0	0	0	0	0	0	0
<u>Public Service staff</u>	0	0	0	0	0	0	0
<u>Archivists, Curators, and Museum Technicians</u>	0	0	0	0	0	0	0
<u>25-4010 Librarians</u>	0	1	0	0	0	1	2
<u>25-4020 Library Technicians</u>	0	0	0	0	0	0	0
<u>25-4030</u>	0	0	0	0	0	0	0
? <u>Student and Academic Affairs and Other Education Services Occupations</u>	0	0	0	0	0	1	1
<u>25-2000 + 25-3000 + 25-9000</u>	0	0	0	0	0	0	0
<u>Management Occupations</u>	4	1	1	0	0	0	6
<u>11-0000 Business and Financial Operations Occupations</u>	0	0	0	0	0	0	0
<u>13-0000 Computer, Engineering, and Science Occupations</u>	0	0	0	0	0	0	0
<u>15-0000 + 17-0000 + 19-0000</u>	0	0	0	0	0	5	5
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u>	0	0	0	0	0	0	0
<u>21-0000 + 23-0000 + 27-0000</u>	0	0	0	0	0	0	0
<u>Healthcare Practitioners and Technical Occupations</u>	0	0	0	0	0	1	1
<u>29-0000</u>	0	0	0	0	0	0	0
Total	4	2	12	33	173	8	232
Total from prior year	8	1	6	29	162	8	214

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2014

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	0	0	11	33	173	0	217
Exclusively credit	0	0	11	30	0	0	41
Exclusively not-for-credit	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	3	173	0	176
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	0	1	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							7
43-0000 Natural Resources, Construction, and Maintenance Occupations							2
45-0000 + 47-0000 + 49-0000 Production, Transportation, and Material Moving Occupations							0
51-0000 + 53-0000 Graduate Assistants							259
Teaching							134
25-1191 Research							125
Management Occupations							0
11-0000 Business and Financial Operations Occupations							0
13-0000							0

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		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		501

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

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

- 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		Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract			
Nonresident alien	0	1	0	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	
Black or African American	0	1	0	0	0	0	1	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	
White	0	14	0	5	0	0	19	
Two or more races	0	0	0	1	0	0	1	
Race and ethnicity unknown	0	2	0	5	0	0	7	
Total men	0	18	0	11	0	0	29	

Women

Race/ethnicity	With Faculty status					Without Faculty status	Total	
	Tenured	On Tenure		Not on Tenure Track				
		Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract			
Nonresident alien	0	1	0	0	0	0	1	
Hispanic/Latino	0	0	0	1	0	0	1	
American Indian or Alaska Native	0	0	0	0	0	0	0	
Asian	0	1	0	0	0	0	1	
Black or African American	0	1	0	0	0	0	1	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	
White	0	11	1	10	0	0	22	
Two or more races	0	0	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	1	0	0	1	
Total women	0	14	1	12	0	0	27	
Total (men+women)	0	32	1	23	0	0	56	

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and still on the payroll of the institution as of November 1, 2014)

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

Men

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
Nonresident alien	1	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	19	0	0	0
Two or more races	1	0	0	0
Race and ethnicity unknown	7	0	0	0
Total men	29	0	0	0

Women

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
Nonresident alien	1	0	0	0
Hispanic/Latino	1	0	0	1
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African American	1	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	22	0	0	2
Two or more races	0	0	0	0
Race and ethnicity unknown	1	0	0	0
Total women	27	0	0	4
Total (men+women)	56	0	0	4

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and still on the payroll of the institution as of November 1, 2014)

•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	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	0	0	0	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	4	3	0	4	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total men	4	3	0	5	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	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	0	0	1	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	1	1	1	2	0
Two or more races	1	0	0	0	0
Race and ethnicity unknown	0	0	0	0	1
Total women	2	1	2	3	1
Total (men+women)	6	4	2	8	1

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

- 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	0	0	0	0	1
Hispanic/Latino	0	0	0	0	0	0
American Indian or Alaska Native	1	0	0	0	0	1
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	6	0	0	0	4	40
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	7
Total men	7	0	0	0	4	52

Women

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

Race and ethnicity unknown	0	0	2	0	0	4
Total women	3	0	8	0	1	52
Total (men+women)	10	0	8	4	1	104

Human Resources Survey Evaluation

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

Prepared by

This survey component was prepared by:

<input type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input checked="" type="radio"/> Other

Name: Billy Helton
Email: heltonbl@northcarolina.edu

How long did it take to prepare this survey component?	hours	minutes
--	-------	---------

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 2015.

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 2014**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,416	242	1,497
Instructional Staff	453	217	525
Primary Instruction	453	217	525
Exclusively credit	448	41	462
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	5	176	64
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	1	0	1
Library and Student and Academic Affairs and Other Education Services Occupations SOC	87	3	88
Librarians, Curators, and Archivists SOC 25-4000	22	2	23
Archivists, Curators, and Museum Technicians SOC 25-4010	9	0	9
Librarians SOC 25-4020	13	2	14
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	65	1	65
Management Occupations SOC 11-0000	90	6	92
Business and Financial Operations Occupations SOC 13-0000	75	0	75
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	49	0	49
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	102	5	104
Healthcare Practitioners and Technical Occupations SOC 29-0000	17	1	17
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	185	1	185
Sales and Related Occupations SOC 41-0000	2	0	2
Office and Administrative Support Occupations SOC 43-0000	205	7	207
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	129	2	130

**Number of staff by employment status and occupational category:
Fall 2014**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	21	0	21
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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 2014-15**

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	43		13	397	453	4,219	\$31,411,721	\$7,445
Professor	14		3	65	82	783	\$7,914,455	\$10,108
Associate professor	11		6	130	147	1,362	\$10,482,640	\$7,697
Assistant professor	9		3	150	162	1,488	\$9,915,455	\$6,664
Instructor	5		1	17	23	223	\$993,127	\$4,453
Lecturer	1			1	2	21	\$90,219	\$4,296
No academic rank	3			34	37	342	\$2,015,825	\$5,894

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: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract				
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: This figure is accurate. The difference is only 2 people.				
Screen: A2 - FT Instructional, Function				
Upload File	The total number of full-time non-medical school Instructional staff (Primarily instruction + Instruction/research/public service staff) with a Less-than-annual contract reported by function in Part A (0) is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1564)	Explanation	Yes	
Reason: This figure is accurate. The difference is only 2 people.				
Screen: B2 - FT Non-instructional, Occupation and Tenure - 1				
Upload File	This number is outside the expected range of between 27 and 55 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: This has been validated. There were a number of vacant positions which have since been filled.				