

Institution: New Mexico Institute of Mining and Technology (187967)
User ID: P1879671

Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

Data Reporting Reminders

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

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2018 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, Frequently Asked Questions, and Web Tutorials.
- 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.

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2018 and October 31, 2019** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2019. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien		0	2				2
Hispanic/Latino		1	2				3
American Indian or Alaska Native		0	0				0
Asian		0	11				11
Black or African American		0	0				0
Native Hawaiian or Other Pacific Islander		0	0				0
White		0	15				15
Two or more races		0	0				0
Race and ethnicity unknown		0	0				0
Total men	0	1	30	0	0	0	31

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			0				0
Hispanic/Latino			0				0
American Indian or Alaska Native			0				0
Asian			3				3
Black or African American			0				0
Native Hawaiian or Other Pacific Islander			0				0
White			3				3
Two or more races			0				0
Race and ethnicity unknown			0				0
Total women	0	0	6	0	0	0	6

Total (men+women) 0 1 36 0 0 0 0 37

Total from prior year 44

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

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

As of November 1, 2019

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

Men

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

Women

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

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

Part A1 - Full-time Instructional Staff 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, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian	2		1				3
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	2	0	1	0	0	0	3

Women

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

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

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

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

As of November 1, 2019

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

Men

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

Women

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

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

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

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

As of November 1, 2019

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino			1	1			2
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		1	1	3			5
Two or more races							0
Race and ethnicity unknown				2	4		0
Total men	0	1	2	4	0	0	7

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien					1		1
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian				1			1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				4			4
Two or more races							0
Race and ethnicity unknown				5	1		0
Total women	0	0	0	5	1	0	6
Total (men+women)	0	1	2	9	1	0	13
Total from prior year							15

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

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

Men

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

Women

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

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

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	4	1	5
Hispanic/Latino	9	0	9
American Indian or Alaska Native	0	0	0
Asian	28	4	32
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	63	22	85
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total	104	27	131
Total from prior year			131

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

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

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	4		
Hispanic/Latino	9		
American Indian or Alaska Native	0		
Asian	28		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	63	4	
Two or more races	0		
Race and ethnicity unknown	0		
Total men	104	4	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	1		
Hispanic/Latino	0		
American Indian or Alaska Native	0		
Asian	4		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	22	2	
Two or more races	0		
Race and ethnicity unknown	0		
Total women	27	2	0

Total (men+women) 131 6 0

Total from prior year 131 4

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				4
American Indian or Alaska Native				
Asian				1
Black or African American				
Native Hawaiian or Other Pacific Islander				
White				4
Two or more races				1
Race and ethnicity unknown				
Total men	0	0	0	10

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				13
American Indian or Alaska Native				1
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White	1	2		11
Two or more races				
Race and ethnicity unknown				
Total women	1	2	0	25
Total (men+women)	1	2	0	35
Total from prior year	1	2	6	23

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	1		3		
Hispanic/Latino	5	7	20	2	
American Indian or Alaska Native		1			
Asian			10		
Black or African American			1		
Native Hawaiian or Other Pacific Islander					
White	20	8	82	4	
Two or more races			4	1	
Race and ethnicity unknown					
Total men	26	16	120	7	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien		1	1		
Hispanic/Latino	4	14	7	1	
American Indian or Alaska Native				1	
Asian		4	3		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	9	15	35	8	
Two or more races		1			
Race and ethnicity unknown					
Total women	13	35	46	10	0
Total (men+women)	39	51	166	17	0
Total from prior year	46	63	150	14	2

Race and ethnicity unknown						
Total women	28	0	111	1	0	301
Total (men+women)	96	0	127	78	6	755
Total from prior year	83		109	81	4	719

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

Number of <u>Full-time</u> Non-instructional Staff									
As of November 1, 2019									
Occupational category	With Faculty Status						Without Faculty Status	Total	
	Tenured	On Tenure Track	Not on Tenure Track						
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
Research staff						6		6	
Public Service staff							0	0	
Archivists, Curators, and Museum Technicians 25-4010							1	1	
Librarians and Media Collections Specialists 25-4020							2	2	
Library Technicians 25-4030							0	0	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							35	35	
Management Occupations 11-0000							39	39	
Business and Financial Operations Occupations 13-0000							51	51	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							166	166	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							17	17	
Healthcare Practitioners and Technical Occupations 29-0000							0	0	
Total	0	0	0	0	0	0	6	311	317
Total from prior year							4	307	311

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors				35		35	35
Associate professors				31		31	31
Assistant professors				33		33	33
Instructors				4		4	4
Lecturers						0	0
No academic rank	1					1	1
Total men	1	0	0	103	0	104	104
Total men full-time instructional staff from Part A						104	
Women							
Professors				7		7	7
Associate professors				7		7	7
Assistant professors				6		6	6
Instructors				5		5	5
Lecturers				1		1	1
No academic rank	1					1	1
Total women	1	0	0	26	0	27	27
Total women full-time instructional staff from Part A						27	
Total (men+women)	2	0	0	129	0	131	131
Total (men+women) full-time instructional staff from Part A						131	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2019-20

- Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen, Part G1 – Salaries Worksheet
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	35				3,406,550	3,406,550
Associate professors	31				2,519,714	2,519,714
Assistant professors	33				2,246,467	2,246,467
Instructors	4				211,714	211,714
Lecturers	0					0
No academic rank	1	67,787				50,840
Total men	104	67,787	0	0	8,384,445	8,435,285
Women						
Professors	7				570,558	570,558
Associate professors	7				542,087	542,087
Assistant professors	6				419,784	419,784
Instructors	5				277,980	277,980
Lecturers	1				2,500	2,500
No academic rank	1	43,315				32,486
Total women	27	43,315	0	0	1,812,909	1,845,395
Total (men + women)	131	111,102	0	0	10,197,354	10,280,681

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
 for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	35				97,330	97,330
Associate professors	31				81,281	81,281
Assistant professors	33				68,075	68,075
Instructors	4				52,929	52,929
Lecturers	0					
No academic rank	1	67,787				50,840
Total men	104	67,787			81,402	81,109
Women						
Professors	7				81,508	81,508
Associate professors	7				77,441	77,441
Assistant professors	6				69,964	69,964
Instructors	5				55,596	55,596
Lecturers	1				2,500	2,500
No academic rank	1	43,315				32,486
Total women	27	43,315			69,727	68,348
Total (men+women)	131	55,551			79,049	78,478

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2019-20

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	6	346,309
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	38	1,819,840
Management Occupations 11-0000	39	5,487,685
Business and Financial Operations Occupations 13-0000	51	5,526,275
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	166	11,933,908
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	17	917,254
Healthcare Practitioners and Technical Occupations 29-0000	0	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	96	2,665,237
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	127	4,839,720
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	78	2,833,530
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	6	276,712

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	3		
American Indian or Alaska Native			
Asian	1		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	24	3	
Two or more races	1		
Race and ethnicity unknown			
Total men	29	3	0
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	5		
American Indian or Alaska Native	1		
Asian	2		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	22		
Two or more races			
Race and ethnicity unknown			
Total women	30	0	0
Total (men+women)	59	3	0
Total from prior year	82	2	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
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
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	1	1

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino				2	2
American Indian or Alaska Native					0
Asian					0
Black or African American					0
Native Hawaiian or Other Pacific Islander					0
White				4	4
Two or more races					0
Race and ethnicity unknown					0
Total women	0	0	0	6	6

Total (men+women)	0	0	0	7	7
Total from prior year				6	6

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien			1		
Hispanic/Latino	1		1	4	
American Indian or Alaska Native			1		
Asian			1		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White		2	12	2	
Two or more races					
Race and ethnicity unknown					
Total men	1	2	16	6	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		1			
Hispanic/Latino		1		2	
American Indian or Alaska Native					
Asian			1		
Black or African American			1	1	
Native Hawaiian or Other Pacific Islander					
White		1	3	1	
Two or more races				1	
Race and ethnicity unknown					
Total women	0	3	5	5	0

Total (men+women)	1	5	21	11	0
Total from prior year	1	1	21	8	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						1
Hispanic/Latino	1					10
American Indian or Alaska Native						1
Asian						2
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1			2		47
Two or more races						1
Race and ethnicity unknown						0
Total men	2	0	2	0	0	62

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						1
Hispanic/Latino	5			5		20
American Indian or Alaska Native						1
Asian						3
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	1			1	1	34
Two or more races						1
Race and ethnicity unknown						0

Total women	6	0	6	0	1	62
Total (men+women)	8	0	8	0	1	124
Total from prior year	6		9		1	137

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	24	23		8 55
Hispanic/Latino	3	7		3 13
American Indian or Alaska Native	0	2		0 2
Asian	0	2		0 2
Black or African American	2	2		0 4
Native Hawaiian or Other Pacific Islander	0	0		0 0
White	21	29		5 55
Two or more races	0	2		0 2
Race and ethnicity unknown	1	0		0 1
Total men	51	67		16 134

Women

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	12	8		4 24
Hispanic/Latino	1	5		0 6
American Indian or Alaska Native	0	0		0 0
Asian	0	0		1 1
Black or African American	0	1		0 1
Native Hawaiian or Other Pacific Islander	1	0		0 1
White	11	8		1 20
Two or more races	3	1		0 4
Race and ethnicity unknown	0	1		0 1
Total women	28	24		6 58
Total (men+women)	79	91		22 192
Total from prior year	82	82		12 176

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On 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	27	25	7	0	59
? Exclusively credit				27	25	7		59
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff							3	3
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010								0
Librarians and Media Collections Specialists								0
25-4020								0
Library Technicians								0
25-4030								0
? Student and Academic Affairs and Other Education Services Occupations							7	7
25-2000 + 25-3000 + 25-9000								
Management Occupations							1	1
11-0000								
Business and Financial Operations Occupations							5	5
13-0000								
Computer, Engineering, and Science Occupations							21	21
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							11	11
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations							0	0
29-0000								
Total	0	0	0	27	25	7	48	107
Total from prior year	0	0		49	24	11	37	121

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

Total

316

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

(Hired full-time between November 1, 2018 - October 31, 2019)

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

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

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

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	1			
Hispanic/Latino	0			2
American Indian or Alaska Native	0			
Asian	4			1
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	3			
Two or more races	0			
Race and ethnicity unknown	0			
Total men	8	0	0	3

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			6
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	0			1
Two or more races	0			
Race and ethnicity unknown	0			
Total women	0	0	0	7
Total (men+women)	8	0	0	10

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	1			1	
Hispanic/Latino				4	
American Indian or Alaska Native					
Asian				1	
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	2			14	2
Two or more races					1
Race and ethnicity unknown					
Total men	3	0	20	3	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		3	
American Indian or Alaska Native					
Asian				2	
Black or African American					
Native Hawaiian or Other Pacific Islander					
White		2	10		1
Two or more races					
Race and ethnicity unknown					
Total women	0	3	15	1	0

Total (men+women)	3	3	35	4	0
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						3
Hispanic/Latino	10		4		10	30
American Indian or Alaska Native	1				1	3
Asian			1			7
Black or African American	1					1
Native Hawaiian or Other Pacific Islander						0
White	8		3		1	34
Two or more races						1
Race and ethnicity unknown						0
Total men	20	0	8	12	2	79

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	4		9			23
American Indian or Alaska Native						0
Asian						2
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	1		5			20
Two or more races						0
						0

Race and ethnicity unknown						
Total women	5	0	14	0	0	45
Total (men+women)	25	0	22	12	2	124

Human Resources Survey Evaluation

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

Our numbers were different this year due to a staff-wide reorganization.

Prepared by

The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

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

Thank you for your assistance.

This survey component was prepared by:

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

Name: Steph Moore

Email: steph.moore@nmt.edu

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

1.00 Number of Staff (including yourself)

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	2.00 hours	60.00 hours	4.00 hours	4.00 hours
Other offices	hours	hours	hours	hours

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2019.

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	755	124	796
Instructional Staff	131	59	151
Primary Instruction	131	59	151
Exclusively credit	131	59	151
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	6	3	7
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	38	7	40
Librarians, Curators, and Archivists SOC 25-4000	3	0	3
Archivists, Curators, and Museum Technicians SOC 25-4010	1	0	1
Librarians SOC 25-4020	2	0	2
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	35	7	37
Management Occupations SOC 11-0000	39	1	39
Business and Financial Operations Occupations SOC 13-0000	51	5	53
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	166	21	173
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	17	11	21
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	0	0
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	96	8	99
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	127	8	130
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	78	0	78

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	6	1	6
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2019-20**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	2			129	131	1,185	\$10,308,456	\$8,699
Professor				42	42	378	\$3,977,108	\$10,521
Associate professor				38	38	342	\$3,061,801	\$8,953
Assistant professor				39	39	351	\$2,666,251	\$7,596
Instructor				9	9	81	\$489,694	\$6,046
Lecturer				1	1	9	\$2,500	\$278
No academic rank	2				2	24	\$111,102	\$4,629

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

New Mexico Institute of Mining and Technology (187967)

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	Annual Average Salaries (equated 9 months) for any gender and academic rank should be between \$9,000 and \$144,000. The calculated average for the academic rank Lecturers, women is \$2,500. Please correct your data or explain. (Error #1770)	Explanation	Yes	
Reason:	This is a faculty member who is teaching one class, but is classified as RFT			
Related Screens:	G3 - Average Salaries for Instructional Staff by Academic Rank			
Screen: B1 - FT Non-instructional, Occupation- 2				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	NMT had an Organizational Restructuring that left to staff members being recategorized.			
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	NMT had an Organizational Restructuring that left to staff members being recategorized.			
Screen: B1 - FT Non-instructional, Occupation - 3				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	NMT now contracts out medical staff for the student health center.			
Screen: G2 - Salary Outlays, Instructional Staff				
Perform Edits	You reported full-time women (9 months) Lecturers earning \$2,500 in total outlays. This equates to \$277.78 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)	Explanation	Yes	
Reason:	This is a faculty member who is teaching one class, but is classified as RFT			
Related Screens:	Part G2 - Salary Outlays for Instructional Staff			
Screen: G4 - Salary Outlays, Non-instructional Staff				
Screen Entry	The amount entered in Part G for Total annual salary outlays for Business and Financial Operations Occupations (\$5,526,275) is outside the expected range of between \$1,479,000 and \$5,151,000 based on an estimated average salary of between \$29,000 and \$101,000 per individual for this category. Please correct your data or explain. (Error #1372)	Explanation	Yes	
Reason:	NMT had an Organizational Restructuring that left to staff members being recategorized.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen: E - PT Staff, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 32 and 66 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	NMT hired more lecturers in Fall 2019 to make up for the lost of regular FT faculty who left the institution			