### Human Resources 2011-12

Institution: Hilbert College (191621)

User ID: P1916211

#### **Overview**

#### **Human Resources Overview**

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

#### **Data Reporting Reminders**

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

#### Resources:

To download the survey materials for this component: <u>Survey Materials</u>
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.

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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.

Per Yes No

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

Per 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, Part D is NOT applicable to your institution and you will NOT be required to report data for Part D.

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)?

No 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.

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### **Human Resources Screening Questions**

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2011 either for the *first time* or *after a break in service* AND who were still on the payroll of the institution As of November 1, 2011? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

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 the **Fall Staff section (long version)**.

Yes



Part A - Employees by Assigned Position - Full-time staff

Part A - Employees by Ass	igned Position - Ful	II-time staff			
Number of <u>full-time</u> staff by faculty	<i>y</i> status and primary func	tion/occupational activity			
	P	As of November 1, 2011		NAPU (	<b>.</b>
Primary function/ occupational activity	Tonurod	Faculty status On tenure track	Not on	Without	Total
(mutually exclusive categories)	<u>Tenured</u>	On tenure track	tenure track/ no tenure system	faculty status	
Primarily instruction	5	0	41	0	46
Instruction/research/public service				0	0
Primarily instruction + Instruction/research/public service	5	0	41		46
Primarily research				0	0
Primarily public service				5	5
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	5	0	41	5	51
Executive/administrative/managerial				30	30
Other professionals (support/service)				27	27
Technical and paraprofessionals				1	1
Clerical and secretarial				8	8
Skilled crafts				0	0
Service/Maintenance				17	17
Total full time	5	0	41	88	134
Total from prior year	5		40	76	121

Part R - Employees by Assigned Position - Part-time staff

Part B - Employees by Ass	igned Position - Par	t-time staff				
Number of <u>part-time</u> staff by facult	y status and primary func	tion/occupational activity	1			
		As of Novemb	per 1, 2011			
Primary function/		Faculty status			Total	Graduate assistants
occupational activity (mutually exclusive categories)	<u>Tenured</u>	On tenure track	Not on tenure track/ no tenure system	faculty status		
Primarily instruction			76	0	76	0
Instruction/research/public service				0	0	
Primarily instruction + Instruction/research/public service	0	0	76	0	76	0
Primarily research				0	0	
Primarily public service				4	4	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	76	4	80	0
Executive/administrative/managerial				0	0	
Other professionals (support/service) Technical and paraprofessionals				0	0	4
Clerical and secretarial				5	5	
Skilled crafts				0	0	
Service/Maintenance				15	15	
Total part time	0	0	76	26	102	4
Total from prior year			73	22	95	3

Part C - Employees by Assigned Position - Total number of staff

Total number of staff by employment status and primary function/occupational activity										
As of November 1, 2011										
Primary function/occupational activity	Full-time	Full-time from prior year			Graduate assistants	Graduate assistants from prior year	Total including Graduate assistants			
Primarily instruction	46	45	76	73	0		122			
Instruction/research/public service	0		0		0		0			
Primarily instruction + Instruction/research/public service	46	45	76	73	0	0	122			
Primarily research	0		0		0		0			
Primarily public service	5	5	4	3	0		9			
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	51	50	80	76	0	0	131			
Executive/administrative/managerial	30	28	0		0		30			
Other professionals (support/service)	27	21	2	1	4	3	33			
Technical and paraprofessionals	1		0		0		1			
Clerical and secretarial	8	7	5	3	0		13			
Skilled crafts	0		0		0		0			
Service/Maintenance	17	15	15	15	0		32			
Grand total	134	121	102	95	4	3	240			

# Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors		11		11
Associate professors		3		3
Assistant professors		10		10
Instructors				0
Lecturers				0
No academic rank				0
Total men	· 0	24	0	24
Total men from prior year		24		
Women				
Professors		7		7
Associate professors		6		6
Assistant professors		9		9
Instructors				0
Lecturers				0
No academic rank				0
Total women	· 0	22	0	22
Total women from prior year		21		
Total (men + women)	0	46	0	46
Total from EAP				46
Total from prior year (Salaries section)		45		45

Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status

\*\*\*\* Applicable to 4-year degree-granting institutions and above only

Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic

rank									
As of November 1, 2011									
		Faculty status	Not on	Without	Total from Part D				
Gender and academic rank	<u>Tenured</u>	On tenure track	tenure track/ no tenure system	faculty status	(Headcount screen)				
Men									
Professors	3	0	8	0	- 11				
Associate Professors	0	0	3	0	3				
Assistant Professors		0	10	0	- 10				
Instructors	0	0	0	0					
Lecturers	0	0	0	0					
No academic rank	0	0	0	0					
Total men	3	0	21	C	24				
Total men prior year	3	0	21	C	24				
Women									
Professors	2	0	5	0	7				
Associate Professors	0	0	6	0	- 6				
Assistant Professors	0	0	9	0	- 9				
Instructors	0	0	0	0					
Lecturers	0	0	0	0					
No academic	0	0	0	0					
rank Total women	2	0	20	C	) 22				
2111211	2	0	19	0	21				

Total women prior year					
women					
prior year					
Total (men + women)	5	0	41	0	46
(men +					
women)					

Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays

periods - Salary outlay	/S				
Salaries of full-time instruction	nal staff on 9/10-month cont As of Novemb		ls by gender	and acade	mic rank
Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays		Average salary	Prior yea Average salary
Men					,
Professors	11	717,058		65,187	61,84
Associate professors	3	181,723		60,574	64,32
Assistant professors	10	462,359		46,236	41,93
Instructors		0			
Lecturers		0			
No academic rank		0			
Total men	24		1,361,140	56,714	53,75
Women					
Professors	7	456,271		65,182	61,62
Associate professors	6	327,977		54,663	50,95
Assistant professors	9	390,579		43,398	44,04
Instructors					
Lecturers					
No academic rank					
Total women	22	,	1,174,827	53,401	51,87
Total (men + women)	46		2,535,967	55,130	52,88

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Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured
Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

#### As of November 1, 2011

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident				-	-		_ 0
alien							
Hispanic/Latino	2	_					_ 0
						l l	
<u>American</u>							_ 0
Indian or	L	_  L	l L	_  I	<u> </u>	l l	
Alaska Native							0
<u>Asian</u>							. 0
Black or	J.	l l	-		1		0
African							
American		,	,	'		'	
Native							_ 0
Hawaiian or							
Other Pacific							
Islander							
White							_ 3
_	3	I I	l .	I	l l		
Two or more							_ 0
races			1	1	1	<u> </u>	0
Race and ethnicity							_ 0
unknown	1	_ L	-		1	1	
Total men		3	0			0 0	3
Women							
Nonresident		_	_				0
alien							
Hispanic/Latino							_ 0
<u>American</u>		_					_ 0
Indian or			<u> </u>	<u> </u>			
Alaska Native							
<u>Asian</u>							_ 0
	L	L		<u> </u>	l l		
Black or							_ 0
African American				1			
American							0
							, 3

Native Hawaiian or Other Pacific Islander							
White	2						2
Two or more races							0
Race and ethnicity unknown							0
Total women	2	0	0	0	0	0	2
Total (men+women)	5	0	0	0	0	0	5
Total from EAP							5

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## Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

#### As of November 1, 2011

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or	0	0	0	0	0	0	0
Alaska Native Asian	0	0	0	0	0	0	0
<u>Black or</u> <u>African</u> American	0	0	0	0	0	0	0
Native	0	0	0	0	0	0	0
Other Pacific Islander							
White Two or more	0	0	0	0	0	0	0
races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	U
Total men	0	0	0	C	0	0	0
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
<u>Asian</u>	0	0	0	0	0	0	0
<u>Black or</u> <u>African</u> American	0	0	0	0	0	0	0
AITICITCAIT							0

Native Hawaiian or Other Pacific Islander	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	C	0	0	0
Total	0	0	0	C	0	0	0
(men+women) Total from EAP							0

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### Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure

track/no tenure system

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service OR number of full-time staff whose primary responsibility is instruction, research, and/or public service and who work at an institution with No tenure system by academic rank, gender, and race/ethnicity

#### As of November 1, 2011

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

Gender and race/ethnicity			Assistant professors			No academic rank	
· ·	Professors	professors	professors	Instructors	Lecturers	Talik	Total
Men							0
Nonresident alien							U
Hispanic/Latino	1				L		1
nispanic/Latino			1				•
American							0
Indian or							
Alaska Native	'	,	,	,	,	1	
Asian							. 0
Black or							. 0
African					<u> </u>		
American							_
Native							. 0
Hawaiian or				I	L		
Other Pacific Islander							
White							. 20
vviiile	8	3	9				
Two or more							. 0
races							
Race and				,			. 0
ethnicity							
unknown							
Total men	8	3	10	0	(	0	21
Women							
Nonresident							. 0
alien							
Hispanic/Latino							. 0
	1			L	L	<u> </u>	0
American							U
Indian or Alaska Native				L	L		
							0
<u>Asian</u>							
Black or							1
African			1				
American	,						

Native Hawaiian or Other Pacific Islander							0
White	5	6	8	0	0		. 19
Two or more races							0
Race and ethnicity unknown							0
Total women	5	6	9	0	0	0	20
Total (men+women)	13	9	19	0	0	0	• •
Total from EAP							41

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**Total women** 

#### Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status

Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity As of November 1, 2011 •Report Hispanic/Latino individuals of any race as Hispanic/Latino •Report race for non-Hispanic/Latino individuals only Gender and race/ethnicity Total Men Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White Two or more races Race and ethnicity unknown Total men Women Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian Black or African American Native Hawaiian or Other Pacific Islander White 3 Two or more races Race and ethnicity unknown

Total (men+women)	5
Total from EAP	5

Part G - Fall Staff - Full-time instruction/research/public service staff - Totals

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by								
gender and race/ethnicity								
As of November 1, 2011								
	Total men	Total women	Total (men+women)					
Nonresident alien	0	0	0					
Hispanic/Latino	1	0	1					
American Indian or Alaska Native	0	0	0					
Asian	0	0	0					
Black or African American	0	1	1					
Native Hawaiian or Other Pacific Islander	0	0	0					
White	25	24	49					
Two or more races	0	0	0					
Race and ethnicity unknown	0	0	0					
Total	26	25	51					

### Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)

(excluding instruction/research/public service staff)  As of November 1, 2011 Gender and Executive/ administrative/ Other professionals race/eithnicity managerial (support/service) Technical and paraprofessionals  Nonresident alien Hispanicit alino Command Comma		То	tal number of full-time sta	aff by primary function/occ	cupational activity, gende	r, and race/ethnicity		
Gender and race/ethnicity administrative of their professionals (support/service) Technical and paraprofessionals (support/service) Technical and support Tech			(exc	luding instruction/researc	h/public service staff)			
Gender and race/ethnicity administrative of their professionals (support/service) Technical and paraprofessionals (support/service) Technical and support Tech								
Technical and paragrafial   Skilled crafts   Service/ Maintenance paragrafical and paragrafical shaped   Skilled crafts   Service/ Maintenance paragrafical shaped   Skilled crafts   Skilled craft	As of Novemb	er 1, 2011						
Man					Clerical and secretarial			Total
Nonresident   alien	race/ethnicity	managenai	(support/service)			Skilled crafts	Service/ Maintenance	
American								
Sispanic/Latino	Nonresident							. 0
American Indian or Alaska Native Asian								0
Indian or   Alaska Native	Hispanic/Latino	2						. 0
Alsaka Native   Asian	<u>American</u>						,	. 0
Black or   African								
Black or African   American   A								0
African American Native Hawaiian or Other Pacific Islander White  15 8 1 0 0 0 13  Two or more races Race and ethnicity unknown Total men Nonresident alien Hispanic/Latino American Indian or Alaska Native Asian  Black or African American  1 2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	<u>Asian</u>							. 0
African   American	Black or							0
American   Native   Hawaiian or Other Pacific   Islander   White   It   It   It   It   It   It   It	African							
Hawaiian or Other Pacific   Islander   Isl								
Other Pacific Islander   15	Native							. 0
Stander   White	Hawaiian or	L	l l	L	l l	l L		
Value	Islander							
15   8   1   0   0   13								. 37
races	<del></del>	15	8	1	0	0	13	
Race and ethnicity								. 0
### State of the section of the sect								
unknown         15         8         1         0         0         13         37           Women           Nonresident alien	Race and							. 0
Total men								
Women         Nonresident alien         0           Hispanic/Latino         0           American Indian or Alaska Native         0           Asian         0           Black or African American         1           American         1           2         3		15	5	8	1		13	37
Nonresident alien								
Alispanic/Latino  American Indian or Alaska Native Asian  Black or African American  American  1 2	Nonresident					-		. 0
American Indian or Alaska Native Asian 0  Black or African American 1  American 2  American 2  American 3	alien							
Alaska Native Asian  Black or African American  American	Hispanic/Latino	2						. 0
Alaska Native Asian  Black or African American  American				l l	<u> </u>		<u> </u>	0
Alaska Native Asian  Black or African American  American	American Indian or							. 0
Asian  Black or African American  Asian  Description  Asian  A		1	1	-	1	1	1	
Black or African American 2								. 0
African   1   2	<u>/ 10.0</u>							
American	Black or							. 3
		1	2	]				
	American							0
								·

Native Hawaiian or Other Pacific Islander White	14	17	0	8	0	4	43
Two or more races							0
Race and ethnicity							0
unknown Total women	15	19	0	8	0	4	46
	30			8	0	17	83
Total (men+women)		21	'	0	O	17	
Total from EAP	30	27	1	8	0	17	83

Part J - Fall Staff - Part-time Number of part-time staff by prima			ethnicity			
Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity						
As of November 1, 2011						
Report Hispanic/Latino individuals of		0				
•Report race for non-Hispanic/Latino	individuals only					
Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/ administrative/ managerial	Other professionals (support/service)			
Men						
Nonresident alien						
<u>Hispanic/Latino</u>						
American Indian or Alaska Native						
<u>Asian</u>						
Black or African American						
Native Hawaiian or Other Pacific Islander						
<u>White</u>	47		1			
Two or more races						
Race and ethnicity unknown						
Total men	47	(	) 1			
Women						
Nonresident alien						
<u>Hispanic/Latino</u>						
American Indian or Alaska Native						
<u>Asian</u>						
Black or African American	1					
Native Hawaiian or Other Pacific Islander White						
Two or more races	32		1			
Race and ethnicity unknown						

Total women	33	0	1
Total (men+women)	80	0	2
Total from EAP	80	0	2

Part J - Fall Staff - Part-time non-professional staff Number of <u>part-time</u> staff by primary function/occupational activity, gender, and race/ethnicity						
			mber 1, 2011			
		any race as Hispanic/Lat	ino			
	r non-Hispanic/Latino ir	ndividuals only				
Gender and race/ethnicity	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	<u>Service/</u> <u>Maintenance</u>		
Men						
Nonresident alien						
Hispanic/Latino				1		
American ndian or Alaska Native						
Asian						
Black or African American						
Native Hawaiian or Other Pacific						
slander White				12		
Two or more aces						
Race and ethnicity						
ınknown Fotal men		0	0	0 1		
Vomen						
Nonresident alien						
Hispanic/Latino	2					
American ndian or Alaska Native						
Asian						
Black or African American						
Native Hawaiian or Other Pacific						
slander_						

White		5		2
Two or more races				
Race and ethnicity unknown				
Total women	0	5	0	2
Total (men+women)	0	5	0	15
Total from EAP	0	5	0	15

Part 1 - Fall Staff - Graduate assistants and part-time grand total

Part J - Fall Staff - Graduate assistants and part-time grand total  Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity							
As of November 1, 2011 •Report Hispanic/Latino individuals of any race as Hispanic/Latino							
•Report race for non-Hispanic/Latino individuals only							
Gender and race/ethnicity	Total	Graduate assistants	Part-time				
<b>,</b>	(includes Part-time Professionals and Part-time Non- professionals)		grand total (includes graduate assistants)				
Men	0						
Nonresident alien	0		0				
Hispanic/Latino	1	,	1				
American Indian or Alaska Native	0		0				
<u>Asian</u>	0		0				
Black or African American	0		0				
Native Hawaiian or Other Pacific Islander	0		0				
<u>White</u>	60	2	62				
Two or more races	0		0				
Race and ethnicity unknown	0		0				
Total men	61	2	63				
Women	0		0				
Nonresident alien	J		· ·				
<u>Hispanic/Latino</u>	0		0				
American Indian or Alaska Native	0		0				
Asian	0		0				
Black or African American	1	,	1				
Native Hawaiian or Other Pacific Islander	0		0				
White	40	2	42				
Two or more races	0		0				
Race and ethnicity unknown	0		0				

Total women	41	2	43
Total (men+women)	102	4	106
Total from EAP	102	4	106

Part K - Fall Staff - Total number of staff

Total number of staff by employment status, gender, and race/ethnicity							
	As o	f November 1,	2011				
Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women	
Nonresident alien	0	0	0	0	0	0	
Hispanic/Latino	1	0	1	0	2	0	
American Indian or Alaska Native	0	0	0	0	0	0	
<u>Asian</u>	0	0	0	0	0	0	
Black or African American	0	4	0	1	0	5	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	
White	62	67	62	42	124	109	
Two or more races	0	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	0	0	
Grand total	63	71	63	43	126	114	

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## Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)

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

	non-Hispanic/Latino individ	-			
Gender and		Faculty status			
race/ethnicity	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Tota
Men					
Nonresident alien					_ 0
Hispanic/Latino					_
American Indian or Alaska Native					_
<u>Asian</u>					_ (
Black or African American					C
Native Hawaiian or Other Pacific					_ C
Islander White					_ 1
			1		
Two or more races					_ (
Race and ethnicity unknown					
Total men	0	0	1		0 1
Women					
Nonresident alien					_ 0
Hispanic/Latino					_ 0
American Indian or Alaska Native					_
<u>Asian</u>					_ 0
					C

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

Part L - Fall Staff - New hires - Full-time staff by pe	osition
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Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution as of November 1, 2011)

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

	or non-Hispanic/Latino indi						
Gender and	Executive/	Other	<u>Technical</u>	Clerical			
race/ethnicity	administrative/	professionals	and	and	Skilled	Service/	
	managerial	(support/service)	paraprofessionals	secretarial	<u>crafts</u>	<u>Maintenance</u>	Total
Men							
Nonresident			_	_	_		_ 0
alien			I I		I		0
Hispanic/Latino	2						_ 0
American							_ 0
Indian or							
Alaska Native							
<u>Asian</u>							_ 0
District		<u> </u>		I	I		
Black or African							_ 0
American		- 1		1	-		
Native							_ 0
Hawaiian or							
Other Pacific							
<u>Islander</u>							2
White	1	1				1	_ 3
Two or more	1.	11					0
races							
Race and	,						_ 0
ethnicity							
unknown			4				4
Total men		1	1	0	0	0	1 3
Women							
Nonresident alien							_ 0
Alien Hispanic/Latino	1	<u> </u>	I			<u> </u>	0
r iispariic/Latiirit							_
American	,						_ 0
Indian or							
Alaska Native							
<u>Asian</u>							_ 0
Plack or							1
Black or African		1					'
American	1	1.			1		
				_			_ 0

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

#### Fall Staff - New hires - Totals Part L

Part L - raii Staii - New nires - Totais					
Total number of full-time permanent new hires by gender and race/ethnicity					
(Hired full time between July 1 and October 31, 2011 still on payroll of the institution as of November 1, 20					
· ·	Total men	Total women	Total (men+women)		

	Total men	Total women	Total (men+women)	
Nonresident alien	0	0		0
Hispanic/Latino	0	0		0
American Indian or Alaska Native	0	0		0
<u>Asian</u>	0	0		0
Black or African American	0	1		1
Native Hawaiian or Other Pacific Islander	0	0		0
White	4	4		8
Two or more races	0	0		0
Race and ethnicity unknown	0	0		0
Grand total	4	5		9

Institution: Hilbert College (191621) User ID: P1916211
Human Resources Survey Evaluation
Were any staff members difficult to categorize? If so, please explain in the box below.

Summary

# Human Resources Component Summary (Applicable to Degree-granting institutions and Related Administrative Offices)

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 ExPT and sent to your institution's CEO in November 2012.

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 primary function/occupational activity: Fall 2011

Primary function/occupational activity	Reported	Reported values		
	Number of full-time staff	Number of part-time staff		
Total number of staff	134	102	168	
Professional staff	108	82	135	
Staff whose primary responsibility is instruction, research, and/or public service	51	80	78	
Primary instruction	46	76	71	
Instruction/research/public service	0	0	0	
Primarily research	0	0	0	
Primarily public service	5	4	6	
Executive/administrative/managerial	30	0	30	
Other professionals (support/service)	27	2	28	
Non-professional staff	26	20	33	
Technical and paraprofessional	1	0	1	
Clerical/secretarial	8	5	10	
Skilled crafts	0	0	0	
Service/Maintenance	17	15	22	

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff from the Employees by Assigned Position (EAP) section of the IPEDS HR component and adding one-third of the total number of part-time staff from the EAP section. Graduate assistants are not included in the above figures. Many of the FTE figures are included in the DFR.

Salaries of full-time instructional staff by contract length and academic rank:

Academic year 2011-12

## Salaries of full-time instructional staff by contract length and academic rank: Academic year 2011-12

Academic rank		Reported values			Equated 9-month	
	sta	nstructional ff on th contracts	Full-time instructional staff on 11/12-month contracts			
	Number of staff	Salary outlays	Number of staff	Salary outlays	Number of staff	Average salaries
All Ranks	46	\$2,535,967			46	\$55,130
Professor	18	\$1,173,329			18	\$65,185
Associate professor	9	\$509,700			9	\$56,633
Assistant professor	19	\$852,938			19	\$44,891
Instructor						
Lecturer						
No academic rank						

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9-month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on 9/10-month contracts. The resulting sum is then divided by the number of equated 9-month full-time instructional staff (by rank) to determine an average salary for each rank. Salaries of full-time instructional staff on less-than-9-month contracts are not collected. Also, salaries of medical school staff are not collected. The equated 9-month average salaries are included in the DFR.

Institution: Hilbert College (191621)	User ID: P1916211
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There are no errors for the selected survey and institution.