

Institution: Western Carolina University (200004)

User ID: P2000041

## Overview

### Human Resources Overview

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

#### 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: [Survey Materials](#)

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

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

## Human Resources Screening Questions

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

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

Yes  No

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

Yes  No

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

If you answer **Yes** to any of the questions below, **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.

Institution: Western Carolina University (200004)

User ID: P2000041

### 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

No

**Part A - Employees by Assigned Position - Full-time staff****Number of full-time staff by faculty status and primary function/occupational activity**

Primary function/ occupational activity (mutually exclusive categories)	As of November 1, 2011				Total
	Tenured	Faculty status On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Primarily instruction	212	120	104		436
Instruction/research/public service	1		2		3
Primarily instruction + Instruction/research/public service	213	120	106	0	439
Primarily research					0
Primarily public service					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	213	120	106	0	439
Executive/administrative/managerial	10	1		41	52
Other professionals (support/service)	14	7	16	275	312
Technical and paraprofessionals				96	96
Clerical and secretarial				168	168
Skilled crafts				68	68
Service/Maintenance				141	141
<b>Total full time</b>	237	128	122	789	1,276
Total from prior year	225	141	141	814	1,321

**Part B - Employees by Assigned Position - Part-time staff**

**Number of part-time staff by faculty status and primary function/occupational activity**

Primary function/ occupational activity (mutually exclusive categories)	As of November 1, 2011			Without faculty status	Total	Graduate assistants
	Tenured	Faculty status On tenure track	Not on tenure track/ no tenure system			
Primarily instruction			165		165	
Instruction/research/public service			1		1	194
Primarily instruction + Instruction/research/public service	0	0	166	0	166	194
Primarily research					0	
Primarily public service					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	166	0	166	194
Executive/administrative/managerial	1			1	2	
Other professionals (support/service)		1		13	14	
Technical and paraprofessionals				1	1	
Clerical and secretarial				6	6	
Skilled crafts					0	
Service/Maintenance					0	
<b>Total part time</b>	1	1	166	21	189	194
Total from prior year	2	1	205	25	233	273

**Part C - Employees by Assigned Position - Total number of staff****Total number of staff by employment status and primary function/occupational activity**

Primary function/occupational activity	As of November 1, 2011						Total including Graduate assistants
	Full-time	Full-time from prior year	Part-time	Part-time from prior year	Graduate assistants	Graduate assistants from prior year	
<u>Primarily instruction</u>	436	450	165	204	0		601
<u>Instruction/research/public service</u>	3	1	1	3	194	273	198
<u>Primarily instruction + Instruction/research/public service</u>	439	451	166	207	194	273	799
<u>Primarily research</u>	0		0		0		0
<u>Primarily public service</u>	0		0		0		0
<u>Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service</u>	439	451	166	207	194	273	799
<u>Executive/administrative/managerial</u>	52	54	2	2	0		54
<u>Other professionals (support/service)</u>	312	310	14	15	0		326
<u>Technical and paraprofessionals</u>	96	97	1	1	0		97
<u>Clerical and secretarial</u>	168	181	6	8	0		174
<u>Skilled crafts</u>	68	73	0		0		68
<u>Service/Maintenance</u>	141	155	0		0		141
<b>Grand total</b>	1,276	1,321	189	233	194	273	1,659

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

### Number of full-time instructional staff by contract length/teaching period, gender, and academic rank As of November 1, 2011

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
<b>Men</b>				
Professors		38	13	51
Associate professors		73	10	83
Assistant professors		52	3	55
Instructors		4	2	6
Lecturers		2		2
No academic rank		31	11	42
<b>Total men</b>	0	200	39	239
Total men from prior year		206	40	
<b>Women</b>				
Professors		20	2	22
Associate professors		63	6	69
Assistant professors		52	1	53
Instructors		9	1	10
Lecturers		1		1
No academic rank		40	5	45
<b>Total women</b>	0	185	15	200
Total women from prior year		192	13	
<b>Total (men + women)</b>	0	385	54	439
				439
Total from prior year (Salaries section)		398	53	451

### 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

Gender and academic rank	As of November 1, 2011				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<b>Men</b>					
Professors	37	1			38
Associate Professors	62	11			73
Assistant Professors	2	50			52
Instructors			4		4
Lecturers			2		2
No academic rank			31		31
<b>Total men</b>	101	62	37	0	200
<b>Total men prior year</b>	93	71	42	0	206
<b>Women</b>					
Professors	20				20
Associate Professors	55	8			63
Assistant Professors	6	46			52
Instructors			9		9
Lecturers			1		1
No academic rank			40		40
<b>Total women</b>	81	54	50	0	185
	72	61	59	0	192

Total women prior year					
Total (men + women)	182	116	87	0	385

**Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status**

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

Number of full-time instructional staff on 11/12-month contracts/teaching periods by faculty status, gender, and academic rank

Gender and academic rank	As of November 1, 2011				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<b>Men</b>					
Professors	13				13
Associate Professors	10				10
Assistant Professors		3			3
Instructors			2		2
Lecturers					
No academic rank			11		11
<b>Total men</b>	23	3	13	0	39
<b>Total men prior year</b>	26	4	10	0	40
<b>Women</b>					
Professors	2				2
Associate Professors	6				6
Assistant Professors		1			1
Instructors			1		1
Lecturers					
No academic rank			5		5
<b>Total women</b>	8	1	6	0	15
	8	0	5	0	13

Total women prior year					
Total (men + women)	31	4	19	0	54

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

### Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank As of November 1, 2011

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	38	3,560,868	93,707	92,634
Associate professors	73	5,446,637	74,611	75,218
Assistant professors	52	3,101,554	59,645	61,688
Instructors	4	185,725	46,431	48,049
Lecturers	2	77,979	38,990	40,000
No academic rank	31	1,908,537	61,566	58,487
<b>Total men</b>	<b>200</b>	<b>14,281,300</b>	<b>71,407</b>	<b>70,369</b>
<b>Women</b>				
Professors	20	1,591,415	79,571	77,473
Associate professors	63	4,313,072	68,461	70,250
Assistant professors	52	2,845,062	54,713	56,152
Instructors	9	436,224	48,469	47,479
Lecturers	1	39,145	39,145	41,582
No academic rank	40	2,208,187	55,205	53,836
<b>Total women</b>	<b>185</b>	<b>11,433,105</b>	<b>61,801</b>	<b>60,914</b>
<b>Total (men + women)</b>	<b>385</b>	<b>25,714,405</b>	<b>66,791</b>	<b>65,808</b>

### Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays

#### Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank As of November 1, 2011

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	13	1,412,952	108,689	112,881
Associate professors	10	940,294	94,029	103,332
Assistant professors	3	237,721	79,240	68,247
Instructors	2	108,899	54,450	
Lecturers				
No academic rank	11	938,264	85,297	97,898
<b>Total men</b>	<b>39</b>	<b>3,638,130</b>	<b>93,285</b>	<b>103,800</b>
<b>Women</b>				
Professors	2	213,120	106,560	138,000
Associate professors	6	566,563	94,427	99,403
Assistant professors	1	87,000	87,000	
Instructors	1	46,000	46,000	
Lecturers				
No academic rank	5	344,247	68,849	68,886
<b>Total women</b>	<b>15</b>	<b>1,256,930</b>	<b>83,795</b>	<b>90,635</b>
<b>Total (men + women)</b>	<b>54</b>	<b>4,895,060</b>	<b>90,649</b>	<b>100,571</b>

**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
<b>Men</b>							
Nonresident alien	1	2	0				3
Hispanic/Latino	2	0	1				3
American Indian or Alaska Native	0	0	0				0
Asian	1	1	0				2
Black or African American	0	1	0				1
Native Hawaiian or Other Pacific Islander	0	0	0				0
White	46	68	1				115
Two or more races	0	0	0				0
Race and ethnicity unknown	0	0	0				0
<b>Total men</b>	50	72	2	0	0	0	124
<b>Women</b>							
Nonresident alien	0	0	1				1
Hispanic/Latino	0	0	0				0
American Indian or Alaska Native	0	0	0				0
Asian	0	1	0				1
Black or African American	0	0	0				0
	0	0	0				0





Native Hawaiian or Other Pacific Islander	0	0	0				
White	0	8	43				51
Two or more races	0	0	0				0
Race and ethnicity unknown	0	0	0				0
<b>Total women</b>	0	8	47	0	0	0	55
<b>Total (men+women)</b>	1	19	100	0	0	0	120
Total from EAP							120

**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	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
<b>Men</b>							
Nonresident alien				2	0	0	2
Hispanic/Latino				0	0	0	0
American Indian or Alaska Native				0	0	2	2
Asian				0	0	1	1
Black or African American				0	0	0	0
Native Hawaiian or Other Pacific Islander				0	0	0	0
White				4	2	38	44
Two or more races				0	0	0	0
Race and ethnicity unknown				0	0	1	1
<b>Total men</b>	0	0	0	6	2	42	50
<b>Women</b>							
Nonresident alien				0	0	0	0
Hispanic/Latino				0	0	2	2
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				10	1	43	54
Two or more races				0	0	0	0
Race and ethnicity unknown				0	0	0	0
<b>Total women</b>	0	0	0	10	1	45	56
<b>Total (men+women)</b>	0	0	0	16	3	87	106
Total from EAP							106

**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
<b>Men</b>	
<u>Nonresident alien</u>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>
<u>Asian</u>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>
<u>White</u>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="0"/>
<b>Total men</b>	<b>0</b>
<b>Women</b>	
<u>Nonresident alien</u>	<input type="text"/>
<u>Hispanic/Latino</u>	<input type="text"/>
<u>American Indian or Alaska Native</u>	<input type="text"/>
<u>Asian</u>	<input type="text"/>
<u>Black or African American</u>	<input type="text"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text"/>
<u>White</u>	<input type="text"/>
<u>Two or more races</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>
<b>Total women</b>	<b>0</b>

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

**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)
<u>Nonresident alien</u>	8	3	11
<u>Hispanic/Latino</u>	6	3	9
<u>American Indian or Alaska Native</u>	3	0	3
<u>Asian</u>	8	1	9
<u>Black or African American</u>	1	1	2
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	208	189	397
<u>Two or more races</u>	1	2	3
<u>Race and ethnicity unknown</u>	4	1	5
<b>Total</b>	239	200	439

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

**Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity  
 (excluding instruction/research/public service staff)**

**As of November 1, 2011**

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
<b>Men</b>							
Nonresident alien	0	2	0	0	0	0	2
Hispanic/Latino	0	0	1	0	0	1	2
American Indian or Alaska Native	0	1	0	0	1	0	2
Asian	1	2	0	0	0	0	3
Black or African American	1	10	0	1	0	1	13
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	33	118	63	9	64	80	367
Two or more races	0	1	1	1	1	0	4
Race and ethnicity unknown	0	0	0	0	0	1	1
<b>Total men</b>	<b>35</b>	<b>134</b>	<b>65</b>	<b>11</b>	<b>66</b>	<b>83</b>	<b>394</b>
<b>Women</b>							
Nonresident alien	0	1	0	0	0	0	1
Hispanic/Latino	0	9	0	1	0	0	10
American Indian or Alaska Native	0	1	0	0	0	1	2
Asian	0	1	1	0	0	0	2
Black or African American	2	5	2	3	0	2	14
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander									
White	15	158	27	152	2	55			409
Two or more races	0	2	0	1	0	0			3
Race and ethnicity unknown	0	1	1	0	0	0			2
<b>Total women</b>	17	178	31	157	2	58			443
<b>Total (men+women)</b>	52	312	96	168	68	141			837
Total from EAP	52	312	96	168	68	141			837

**Part J - Fall Staff - Part-time professional staff**

**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	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
<b>Men</b>			
Nonresident alien	0	0	0
Hispanic/Latino	1	0	0
American Indian or Alaska Native	1	0	0
Asian	1	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	76	2	5
Two or more races	0	0	0
Race and ethnicity unknown	3	0	0
<b>Total men</b>	<b>83</b>	<b>2</b>	<b>5</b>
<b>Women</b>			
Nonresident alien	1	0	0
Hispanic/Latino	0	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	79	0	9
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0

<b>Total women</b>	83	0	9
<b>Total (men+women)</b>	166	2	14
Total from EAP	166	2	14

**Part J - Fall Staff - Part-time non-professional staff**

**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	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/Maintenance
<b>Men</b>				
Nonresident alien	0	0		
Hispanic/Latino	0	0		
American Indian or Alaska Native	0	0		
Asian	0	0		
Black or African American	0	0		
Native Hawaiian or Other Pacific Islander	0	0		
White	0	0		
Two or more races	0	0		
Race and ethnicity unknown	0	0		
<b>Total men</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Women</b>				
Nonresident alien	0	0		
Hispanic/Latino	0	0		
American Indian or Alaska Native	1	0		
Asian	0	0		
Black or African American	0	0		
Native Hawaiian or Other Pacific Islander	0	0		

White	0	6		
Two or more races	0	0		
Race and ethnicity unknown	0	0		
<b>Total women</b>	1	6	0	0
<b>Total (men+women)</b>	1	6	0	0
Total from EAP	1	6	0	0

**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 (includes Part-time Professionals and Part-time Non- professionals)	Graduate assistants	Part-time grand total (includes graduate assistants)
<b>Men</b>			
Nonresident alien	0	4	4
Hispanic/Latino	1	1	2
American Indian or Alaska Native	1	0	1
Asian	1	0	1
Black or African American	1	1	2
Native Hawaiian or Other Pacific Islander	0	0	0
White	83	78	161
Two or more races	0	1	1
Race and ethnicity unknown	3	0	3
<b>Total men</b>	<b>90</b>	<b>85</b>	<b>175</b>
<b>Women</b>			
Nonresident alien	1	4	5
Hispanic/Latino	0	5	5
American Indian or Alaska Native	1	3	4
Asian	2	4	6
Black or African American	1	1	2
Native Hawaiian or Other Pacific Islander	0	0	0
White	94	90	184
Two or more races	0	1	1
Race and ethnicity unknown	0	1	1

<b>Total women</b>	99	109	208
<b>Total (men+women)</b>	189	194	383
Total from EAP	189	194	383

**Part K - Fall Staff - Total number of staff****Total number of staff by employment status, gender, and race/ethnicity****As of November 1, 2011**

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	10	4	4	5	14	9
<u>Hispanic/Latino</u>	8	13	2	5	10	18
<u>American Indian or Alaska Native</u>	5	2	1	4	6	6
<u>Asian</u>	11	3	1	6	12	9
<u>Black or African American</u>	14	15	2	2	16	17
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0	0	0
<u>White</u>	575	598	161	184	736	782
<u>Two or more races</u>	5	5	1	1	6	6
<u>Race and ethnicity unknown</u>	5	3	3	1	8	4
<b>Grand total</b>	<b>633</b>	<b>643</b>	<b>175</b>	<b>208</b>	<b>808</b>	<b>851</b>

**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

•Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
<b>Men</b>					
Nonresident alien		1	0		1
Hispanic/Latino		0	0		0
American Indian or Alaska Native		0	1		1
Asian		1	0		1
Black or African American		0	0		0
Native Hawaiian or Other Pacific Islander		0	0		0
White		5	4		9
Two or more races		0	0		0
Race and ethnicity unknown		1	0		1
<b>Total men</b>	0	8	5	0	13
<b>Women</b>					
Nonresident alien		0	0		0
Hispanic/Latino		0	0		0
American Indian or Alaska Native		0	0		0
Asian		0	0		0
					0

Black or African American		0	0		
Native Hawaiian or Other Pacific Islander		0	0		0
White		8	4		12
Two or more races		0	0		0
Race and ethnicity unknown		0	0		0
<b>Total women</b>		0	8	4	0 12
<b>Total (men+women)</b>		0	16	9	0 25

**Part L - Fall Staff - New hires - Full-time staff by position**

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

Gender and race/ethnicity	<u>Executive/ administrative/ managerial</u>	<u>Other professionals (support/service)</u>	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>	Total
<b>Men</b>							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	1	0	0	0	0	1
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	4	8	3	0	1	5	21
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
<b>Total men</b>		4	9	3	0	1	5
<b>Women</b>							
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	2	0	0	0	0	2
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
	0	0	0	0	0	0	0

Native Hawaiian or Other Pacific Islander									
White	0	9	0	4	0	0			13
Two or more races	0	0	0	0	0	0			0
Race and ethnicity unknown	0	1	0	0	0	0			1
<b>Total women</b>		0	12	0	4	0	0	0	16
<b>Total (men+women)</b>		4	21	3	4	1	5	5	38

**Part L - Fall Staff - New hires - Totals****Total number of full-time permanent new hires by 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)**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	1	0	1
<u>Hispanic/Latino</u>	0	2	2
<u>American Indian or Alaska Native</u>	2	0	2
<u>Asian</u>	1	0	1
<u>Black or African American</u>	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	30	25	55
<u>Two or more races</u>	0	0	0
<u>Race and ethnicity unknown</u>	1	1	2
<b>Grand total</b>	35	28	63

Institution: Western Carolina University (200004)

User ID: P2000041

### **Human Resources Survey Evaluation**

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

**Summary**

### Human Resources Component Summary (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](mailto:ipedshelp@rti.org).

#### Number of staff by employment status and primary function/occupational activity: Fall 2011

Primary function/occupational activity	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	1,276	189	1,339
<b>Professional staff</b>	803	182	864
Staff whose primary responsibility is instruction, research, and/or public service	439	166	494
Primary instruction	436	165	491
Instruction/research/public service	3	1	3
Primarily research	0	0	0
Primarily public service	0	0	0
Executive/administrative/managerial	52	2	53
Other professionals (support/service)	312	14	317
<b>Non-professional staff</b>	473	7	475
Technical and paraprofessional	96	1	96
Clerical/secretarial	168	6	170
Skilled crafts	68	0	68
Service/Maintenance	141	0	141

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	
	Full-time instructional staff on 9/10-month 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
<b>All Ranks</b>	385	\$25,714,405	54	\$4,895,060	439	\$67,698
Professor	58	\$5,152,283	15	\$1,626,072	73	\$88,805
Associate professor	136	\$9,759,709	16	\$1,506,857	152	\$72,320
Assistant professor	104	\$5,946,616	4	\$324,721	108	\$57,521
Instructor	13	\$621,949	3	\$154,899	16	\$46,793
Lecturer	3	\$117,124			3	\$39,041
No academic rank	71	\$4,116,724	16	\$1,282,511	87	\$59,380

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.

**Edit Report**

Human Resources

Institution: Western Carolina University (200004)

Source	Description	Severity	Resolved	Options
<b>Screen: Salaries 11/12 mo</b>				
Perform Edits	The average salary for one of the academic ranks in 11/12-month contracts, 106,560, is not within the expected range of between 110,400 and 165,600 based on the prior year value. Please fix or explain. (Error #1767)	Explanation	Yes	Back to survey data
Reason:	This data has been verified.			
Related Screens:	<a href="#">Salaries 11/12 mo</a>			