

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.

#### 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 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

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

## Human Resources Screening Questions

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

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

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, 2015 and October 31, 2016** either for the **first time** (new to the institution) or **after a break in service**? (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, 2016**

- 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			3				3
American Indian or Alaska Native							0
Asian		3	9				12
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		2	16				18
Two or more races							0
Race and ethnicity unknown							0
<b>Total men</b>	0	5	28	0	0	0	33

**Women**

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			4				4
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			9				9
Two or more races							0
Race and ethnicity unknown							0
<b>Total women</b>	0	0	13	0	0	0	13

**Total (men+women)** 0 5 41 0 0 0 0 46

Total from prior year 39

**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, 2016

- 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
<b>Total men</b>	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
<b>Total women</b>	0	0	0	0	0	0	0
<b>Total (men+women)</b>	0	0	0	0	0	0	0

**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, 2016

- 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			1				1
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
<b>Total men</b>	<b>3</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>

**Women**

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			1				1
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
<b>Total women</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>

**Total (men+women)**

<b>Total (men+women)</b>	<b>4</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>6</b>
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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, 2016

- 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

<b>Men</b>							
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
<b>Total men</b>	0	0	0	0	0	0	0
<b>Women</b>							
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
<b>Total women</b>	0	0	0	0	0	0	0
<b>Total (men+women)</b>	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, 2016

- 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							0
American Indian or Alaska Native							0
Asian			1				1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White		1	3	3			7
Two or more races							0
Race and ethnicity unknown							0
<b>Total men</b>	0	1	4	3	0	0	8

**Women**

Gender and 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				1			1
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
<b>Total women</b>	0	0	0	4	0	0	4
<b>Total (men+women)</b>	0	1	4	7	0	0	12



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

**Number of Full-time Instructional Staff**

**Without Faculty Status**

**As of November 1, 2016**

- 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	
<b>Total men</b>	<b>1</b>

**Women**

Race/ethnicity	Without Faculty Status
Nonresident alien	0
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	
<b>Total women</b>	<b>0</b>

<b>Total (men+women)</b>	<b>1</b>
Total from prior year	1



### Part A3 - Full-time Instructional Staff - Totals

#### Total number of Full-time Instructional Staff

As of November 1, 2016

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	9	1	10
American Indian or Alaska Native	0	0	0
Asian	24	6	30
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	72	23	95
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
<b>Total</b>	105	30	135
Total from prior year			<b>129</b>

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

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

by Occupational Category

As of November 1, 2016

•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	0		
Hispanic/Latino	9		
American Indian or Alaska Native	0		
Asian	24		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	72	1	
Two or more races	0		
Race and ethnicity unknown	0		
<b>Total men</b>	<b>105</b>	<b>1</b>	<b>0</b>

**Women**

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	0		
Hispanic/Latino	1		
American Indian or Alaska Native	0		
Asian	6		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	23	1	
Two or more races	0		
Race and ethnicity unknown	0		
<b>Total women</b>	<b>30</b>	<b>1</b>	<b>0</b>

**Total (men+women)** 135 2 0

Total from prior year 129 1

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

### Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino				3
American Indian or Alaska Native				1
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White			1	4
Two or more races				
Race and ethnicity unknown				
<b>Total men</b>	0	0	1	8

### Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien				
Hispanic/Latino			1	7
American Indian or Alaska Native				2
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White	1		3	10
Two or more races				
Race and ethnicity unknown				
<b>Total women</b>	1	0	4	19
<b>Total (men+women)</b>	1	0	5	27
Total from prior year	1		8	27

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

•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					
Hispanic/Latino	5	8	21	3	1
American Indian or Alaska Native		1	2		
Asian			9		
Black or African American			1		
Native Hawaiian or Other Pacific Islander					
White	16	6	81	4	1
Two or more races					
Race and ethnicity unknown					
<b>Total men</b>	<b>21</b>	<b>15</b>	<b>114</b>	<b>7</b>	<b>2</b>

#### 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	5	27	4	4	1
American Indian or Alaska Native			1		
Asian	1	4	1		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	10	11	29	9	1
Two or more races					
Race and ethnicity unknown					
<b>Total women</b>	<b>16</b>	<b>42</b>	<b>35</b>	<b>13</b>	<b>2</b>
<b>Total (men+women)</b>	<b>37</b>	<b>57</b>	<b>149</b>	<b>20</b>	<b>4</b>
Total from prior year	<b>45</b>	<b>65</b>	<b>157</b>	<b>16</b>	<b>1</b>



Race and ethnicity unknown						
<b>Total women</b>	29	0	92	2	1	287
<b>Total (men+women)</b>	75	0	107	69	8	696
Total from prior year	<b>71</b>		<b>116</b>	<b>81</b>	<b>5</b>	<b>723</b>



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

Number of <u>Full-time Non-instructional Staff</u>									
As of November 1, 2016									
Occupational category	With <u>Faculty Status</u>						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						2		2	
Public Service staff								0	
Archivists, Curators, and Museum Technicians 25-4010							1	1	
Librarians 25-4020								0	
Library Technicians 25-4030							5	5	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							27	27	
Management Occupations 11-0000							37	37	
Business and Financial Operations Occupations 13-0000							57	57	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							149	149	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							20	20	
Healthcare Practitioners and Technical Occupations 29-0000							4	4	
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>300</b>	<b>302</b>
Total from prior year								<b>320</b>	<b>321</b>



## Part G - Salaries Worksheet

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

Annual Salary, 2016-17

- 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	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
<b>Men</b>								
Professors				34		34	34	306
Associate professors				34		34	34	306
Assistant professors				33		33	33	297
Instructors				3		3	3	27
Lecturers						0	0	0
No academic rank	1					1	1	12
<b>Total men</b>	1	0	0	104	0	105	105	948
Total men full-time instructional staff from Part A						105		
<b>Women</b>								
Professors				8		8	8	72
Associate professors				4		4	4	36
Assistant professors				14		14	14	126
Instructors				4		4	4	36
Lecturers						0	0	0
No academic rank						0	0	0
<b>Total women</b>	0	0	0	30	0	30	30	270
Total women full-time instructional staff from Part A						30		
<b>Total (men + women)</b>	1	0	0	134	0	135	135	1,218
Total (men +women) full-time instructional staff from Part A						135		

## Part G - Salary Outlays for Instructional Staff

### Salary Outlays for Full-time Instructional Staff

#### Annual Salary Outlays, 2016-17

•Report the TOTAL ANNUAL salary outlays for the full-time instructional staff reported in the 12 months, 11 months, 10 months, and 9 months columns on the previous screen

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	Salary Outlays				Weighted average monthly salaries
			12 months	11 months	10 months	9 months	
<b>Men</b>							
Professors	34	306				2,924,591	9,557
Associate professors	34	306				2,579,971	8,431
Assistant professors	33	297				2,184,697	7,356
Instructors	3	27				162,616	6,023
Lecturers	0	0					
No academic rank	1	12	62,958				5,247
<b>Total men</b>	<b>105</b>	<b>948</b>	<b>62,958</b>	<b>0</b>	<b>0</b>	<b>7,851,875</b>	<b>8,349</b>
<b>Women</b>							
Professors	8	72				671,421	9,325
Associate professors	4	36				294,279	8,174
Assistant professors	14	126				920,933	7,309
Instructors	4	36				184,624	5,128
Lecturers	0	0					
No academic rank	0	0					
<b>Total women</b>	<b>30</b>	<b>270</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2,071,257</b>	<b>7,671</b>
<b>Total (men + women)</b>	<b>135</b>	<b>1,218</b>	<b>62,958</b>	<b>0</b>	<b>0</b>	<b>9,923,132</b>	<b>8,199</b>

**Part G - Average Salary by academic rank**

**Average Salary by academic rank  
 for Full-time Instructional Staff**

**Annual Average Salaries, 2016-17**

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
<b>Men</b>					
Professors				86,017	86,017
Associate professors				75,882	75,882
Assistant professors				66,203	66,203
Instructors				54,205	54,205
Lecturers					
No academic rank	62,958				47,219
<b>Total men</b>	62,958			75,499	75,229
<b>Women</b>					
Professors				83,928	83,928
Associate professors				73,570	73,570
Assistant professors				65,781	65,781
Instructors				46,156	46,156
Lecturers					
No academic rank					
<b>Total women</b>				69,042	69,042
<b>Total (men + women)</b>	62,958			74,053	73,854

**Part G - Salary Outlays for Non-instructional Staff**

Salary Outlays for <u>Full-time Non-instructional Staff</u>  Annual Salary Outlays, 2016-17		
Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	2	97,800
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	33	1,440,728
Management Occupations 11-0000	37	4,232,679
Business and Financial Operations Occupations 13-0000	57	3,463,222
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	149	9,849,308
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	20	979,093
Healthcare Practitioners and Technical Occupations 29-0000	4	246,976
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	75	1,933,174
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	107	3,666,839
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	69	2,357,581
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	8	308,257

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

Number of Part-time Staff by Occupational Category

As of November 1, 2016

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

<b>Men</b>			
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	1		
Native Hawaiian or Other Pacific Islander			
White	37	1	
Two or more races			
Race and ethnicity unknown			
<b>Total men</b>	42	1	0
<b>Women</b>			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	6		
American Indian or Alaska Native	1		
Asian	1		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	25		
Two or more races			
Race and ethnicity unknown			
<b>Total women</b>	33	0	0
<b>Total (men+women)</b>	75	1	0
Total from prior year	64	2	

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

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

**As of November 1, 2016**

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

**Men**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
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
<b>Total men</b>	0	0	0	1	1

**Women**

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
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
<b>Total women</b>	0	0	0	4	4

<b>Total (men+women)</b>	0	0	0	5	5
Total from prior year				2	2



### Part D - Part-time Staff by Occupational Category

#### Number of Part-time Staff

As of November 1, 2016

•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					
Hispanic/Latino	1		2		
American Indian or Alaska Native					
Asian	1		2		
Black or African American			1		
Native Hawaiian or Other Pacific Islander					
White			13	1	
Two or more races					
Race and ethnicity unknown					
<b>Total men</b>	<b>2</b>	<b>0</b>	<b>18</b>	<b>1</b>	<b>0</b>

#### 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		1	
American Indian or Alaska Native					
Asian		1	1		
Black or African American					
Native Hawaiian or Other Pacific Islander					
White			4		
Two or more races					
Race and ethnicity unknown					
<b>Total women</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>0</b>

<b>Total (men+women)</b>	<b>2</b>	<b>2</b>	<b>23</b>	<b>2</b>	<b>0</b>
Total from prior year		<b>2</b>	<b>21</b>		

**Part D - Part-time Staff by Occupational Category****Number of Part-time Staff****As of November 1, 2016**

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino	2		2			10
American Indian or Alaska Native						0
Asian						4
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	2		2		1	58
Two or more races						0
Race and ethnicity unknown						0
<b>Total men</b>	<b>4</b>	<b>0</b>	<b>4</b>	<b>0</b>	<b>1</b>	<b>74</b>

**Women**

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino			6			14
American Indian or Alaska Native						1
Asian						3
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White						33
Two or more races						0
Race and ethnicity unknown						0

<b>Total women</b>	0	0	6	0	0	51
<b>Total (men+women)</b>	4	0	10	0	1	125
Total from prior year	4		3	1	3	102

**Part D - Graduate assistants**

**Number of Graduate Assistants**

**As of November 1, 2016**

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

•Report race for non-Hispanic/Latino individuals only

**Men**

Race/ethnicity	Teaching 25-1191	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	37	21		2 60
Hispanic/Latino	1	3		2 6
American Indian or Alaska Native	1			1
Asian				1 1
Black or African American		2		1 3
Native Hawaiian or Other Pacific Islander				0
White	16	35		5 56
Two or more races	1			1
Race and ethnicity unknown		1		1
<b>Total men</b>	<b>56</b>	<b>62</b>		<b>11 129</b>

**Women**

Race/ethnicity	Teaching 25-1191	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	10	10		4 24
Hispanic/Latino	4	2		6
American Indian or Alaska Native				0
Asian		1		1
Black or African American	1			1
Native Hawaiian or Other Pacific Islander				0
White	13	15		1 29
Two or more races	2	1		3
Race and ethnicity unknown				0
<b>Total women</b>	<b>30</b>	<b>29</b>		<b>5 64</b>
<b>Total (men+women)</b>	<b>86</b>	<b>91</b>		<b>16 193</b>
Total from prior year	<b>80</b>	<b>77</b>		<b>157</b>

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

#### Number of Part-time Staff

As of November 1, 2016

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	67	0	7	0	74
? Exclusively credit				67		7		74
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff							1	1
Research staff						1		1
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010 Librarians								0
25-4020 Library Technicians								0
25-4030 ? Student and Academic Affairs and Other Education Services Occupations							5	5
25-2000 + 25-3000 + 25-9000								
Management Occupations							2	2
11-0000								
Business and Financial Operations Occupations							2	2
13-0000								
Computer, Engineering, and Science Occupations							23	23
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							2	2
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations								0
29-0000								
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>67</b>	<b>0</b>	<b>8</b>	<b>35</b>	<b>110</b>
Total from prior year	<b>0</b>	<b>0</b>		<b>40</b>	<b>23</b>		<b>26</b>	<b>91</b>



25-4010, 25-4020, 25-4030,  
25-2000, 25-3000, 25-9000,  
29-0000

Total

318

**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, 2015 - October 31, 2016)

- 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								0
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian		2						2
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
<b>Total men</b>	0	6	0	0	0	0	0	6

**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		1						1
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White		2						2
Two or more races								0
Race and ethnicity unknown								0
<b>Total women</b>	0	3	0	0	0	0	0	3

<b>Total (men+women)</b>	0	9	0	0	0	0	0	9
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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, 2015 - October 31, 2016)

•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	0			
Hispanic/Latino	0			1
American Indian or Alaska Native	0			
Asian	2			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	4			
Two or more races	0			
Race and ethnicity unknown	0			
<b>Total men</b>	<b>6</b>	<b>0</b>	<b>0</b>	<b>1</b>

**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			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	2			1
Two or more races	0			
Race and ethnicity unknown	0			
<b>Total women</b>	<b>3</b>	<b>0</b>	<b>0</b>	<b>1</b>
<b>Total (men+women)</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>2</b>

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

**Number of Newly Hired Full-time Staff**

(Hired full-time between November 1, 2015 - October 31, 2016)

•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					
Hispanic/Latino			2	2	
American Indian or Alaska Native					
Asian			3		
Black or African American			1		
Native Hawaiian or Other Pacific Islander					
White	4		5		
Two or more races					
Race and ethnicity unknown					
<b>Total men</b>	<b>4</b>	<b>0</b>	<b>11</b>	<b>2</b>	<b>0</b>

**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		
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White		1	2		
Two or more races					
Race and ethnicity unknown					
<b>Total women</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>0</b>	<b>0</b>

<b>Total (men+women)</b>	<b>4</b>	<b>1</b>	<b>14</b>	<b>2</b>	<b>0</b>
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Race and ethnicity unknown							
<b>Total women</b>	2	0	13	0	0	23	
<b>Total (men+women)</b>	14	0	17	5	1	69	

## Human Resources Survey Evaluation

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

It's difficult to properly categorize our instructional staff with faculty status. It's confusing to try to figure out which category applies (i.e., are they on Multi-Year, Annual Contract, Less-Than-Annual, or Indefinite duration contracts?)

## Prepared by

### 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 long did it take to prepare this survey component?	24 hours	minutes
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The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

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

Thank you for your assistance.

**Summary****Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2016.

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 occupational category:  
Fall 2016**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
<b>Total number of staff</b>	696	125	738
Instructional Staff	135	75	160
Primary Instruction	134	74	159
Exclusively credit	134	74	159
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	1	1	1
Research Staff	2	1	2
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	33	5	35
Librarians, Curators, and Archivists SOC 25-4000	6	0	6
Archivists, Curators, and Museum Technicians SOC 25-4010	1	0	1
Librarians SOC 25-4020	0	0	0
Library Technicians SOC 25-4030	5	0	5
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	27	5	29
Management Occupations SOC 11-0000	37	2	38
Business and Financial Operations Occupations SOC 13-0000	57	2	58
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	149	23	157
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	20	2	21
Healthcare Practitioners and Technical Occupations SOC 29-0000	4	0	4
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	75	4	76
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	107	10	110
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	69	0	69

**Number of staff by employment status and occupational category:  
Fall 2016**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	8	1	8
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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 2016-17**

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				
<b>All Ranks</b>	1			134	135	1,218	\$9,986,090	\$8,199
Professor				42	42	378	\$3,596,012	\$9,513
Associate professor				38	38	342	\$2,874,250	\$8,404
Assistant professor				47	47	423	\$3,105,630	\$7,342
Instructor				7	7	63	\$347,240	\$5,512
Lecturer								
No academic rank	1				1	12	\$62,958	\$5,246

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
<b>Screen: D - PT Staff, Occupation - 4</b>				
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:	Typically our institution hires new custodians on a regular basis; due to budget constraints, this was not done.			
<b>Screen: E - PT Staff, Occupation and Tenure - 1</b>				
Screen Entry	This number is outside the expected range of between 26 and 54 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	The prior year value was mis-entered. The staff who were put into the Less-Than-Annual contract category should have been put into the Annual Contract category.			
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:	The prior year value was mis-entered. The staff who were put into the Less-Than-Annual contract category should have been put into the Annual Contract category.			