Human Resources 2017-18

Institution: Redlands Community College (207069) User ID: P2070691

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 Classfication (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**.

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Human Resources Screening Questions

Does your institution have any <u>part-time</u> 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 <u>full-time</u> 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, 2016 and October 31, 2017** either for the ***first time*** (new to the institution) or ***after a break in service*** ? Do not exclude persons that were no longer on the payroll as of November 1, 2017. (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 <u>instructional staff</u> 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.

Institution: Redlands Community College (207069) User ID: P2070691

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

Number of Full-time Instructional Staff
With Faculty Status
Tenured

As of November 1, 2017

- **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							0
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
Total men	2	0	0	0	0	0	2

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	1						1
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	4						4
Two or more races							0
Race and ethnicity unknown							0
Total women	5	0	0	0	0	0	5
Total (men+women)	7	0	0	0	0	0	7
Total from prior year							6

Institution: Redlands Community College (207069) User ID: P2070691

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, 2017

- **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							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	5						5
Two or more races							0
Race and ethnicity unknown							0
Total men	5	0	0	0	0	0	5

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							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	7						7
Two or more races							0
Race and ethnicity unknown							0
Total women	7	0	0	0	0	0	7
Total (men+women)	12	0	0	0	0	0	12
Total from prior year							14

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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, 2017

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

Men

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

Women

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

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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, 2017

- **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	1						1
American Indian or Alaska Native							0
Asian							0
Black or African American	1						1
Native Hawaiian or Other Pacific Islander							0
White	3						3
Two or more races							0
Race and ethnicity unknown							0
Total men	5	0	0	0	0	0	5

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							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White	2			1			3
Two or more races							0
Race and ethnicity unknown							0
Total women	2	0	0	1	0	0	3
Total (men+women)	7	0	0	1	0	0	8
Total from prior year							6

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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, 2017

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

Men

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

Women

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

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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, 2017

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

Men

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

Women

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

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

Number of Full-time Instructional Staff
Without Faculty Status
As of November 1, 2017

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

Men	
Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
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	0

Women	
Race/ethnicity	Without Faculty Status
Nonresident alien	
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total women	0
Total (men+women)	0
Total from prior year	

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Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2017

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

	With Faculty Status						Without Faculty Status	Total
			Not on Tenure Track					
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Instructional staff	7	12	0	8	0	0	0	27
Total carried forward from previous screens	7	12	0	8	0	0	0	27
Primarily Instruction	7	12	0	8	0	0	0	27
Exclusively credit	7	12	0	8	0	0	0	27
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0

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Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff As of November 1, 2017			
Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	1	0	1
American Indian or Alaska Native	0	1	1
Asian	0	0	0
Black or African American	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0
White	10	14	24
Two or more races	0	0	0
Race and ethnicity unknown	0	0	0
Total	12	15	27
Total from prior year			**26**

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

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

As of November 1, 2017

- **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	0	
Hispanic/Latino	1		
American Indian or Alaska Native	0		
Asian	0		
Black or African American	1		
Native Hawaiian or Other Pacific Islander	0		
White	10		
Two or more races	0		
Race and ethnicity unknown	0		
Total men	12	0	0

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	0		
Hispanic/Latino	0		
American Indian or Alaska Native	1		
Asian	0		
Black or African American	0		
Native Hawaiian or Other Pacific Islander	0		
White	14		
Two or more races	0		
Race and ethnicity unknown	0		
Total women	15	0	0
Total (men+women)	27	0	0
Total from prior year	26		

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

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

As of November 1, 2017

- **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				
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	0	0	0	0

Women

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

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

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

As of November 1, 2017

- **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					
American Indian or Alaska Native	2				
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	7		3		
Two or more races				1	
Race and ethnicity unknown					
Total men	9	0	3	1	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino					
American Indian or Alaska Native	2				
Asian					
Black or African American	1				
Native Hawaiian or Other Pacific Islander					
White	13	3	2	8	
Two or more races				1	
Race and ethnicity unknown					
Total women	16	3	2	9	0
Total (men+women)	25	3	5	10	0

Total from prior year	28	5	2	11	

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

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

As of November 1, 2017

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full-time staff)
Nonresident alien						0
Hispanic/Latino						1
American Indian or Alaska Native				1		3
Asian				1		1
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	1			2	1	24
Two or more races						1
Race and ethnicity unknown						0
Total men	1	0	0	4	1	31

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full-time staff)
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native			3			6
Asian			1			1
Black or African American	1					2
Native Hawaiian or Other Pacific Islander						0
White	3		13			58
Two or more races						1
Race and ethnicity unknown						0
Total women	4	0	17	0	0	68
Total (men+women)	5	0	17	4	1	99

Total from prior year	2	1	14	4	1	95

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

Number of Full-time Non-instructional Staff

As of November 1, 2017

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020							1	1
Library Technicians 25-4030							1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								0
Management Occupations 11-0000							25	25
Business and Financial Operations Occupations 13-0000							3	3
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							5	5
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							10	10
Healthcare Practitioners and Technical Occupations 29-0000								0
Total	0	0	0	0	0	0	45	45
Total from prior year							47	47

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Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2017

- **Data will not be generated on this screen until the relevant screens in the previous section have been completed.**

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	7	12	0	8	0	0	0	27
Exclusively credit	7	12	0	8	0	0	0	27
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020							1	1
Library Technicians 25-4030							1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								0
Management Occupations 11-0000							25	25
Business and Financial Operations Occupations 13-0000							3	3
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							5	5
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							10	10
Healthcare Practitioners and Technical Occupations 29-0000								0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								5
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								17
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								4
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								1
Total								99

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Part G1 - Salaries Worksheet

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

Annual Salary, 2017-18

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	3		7	2		12	12
Associate professors						0	0
Assistant professors						0	0
Instructors						0	0
Lecturers						0	0
No academic rank						0	0
Total men	3	0	7	2	0	12	12
Total men full-time instructional staff from Part A						12	
Women							
Professors	1		6	7		14	14
Associate professors						0	0
Assistant professors						0	0
Instructors			1			1	1
Lecturers						0	0
No academic rank						0	0
Total women	1	0	7	7	0	15	15
Total women full-time instructional staff from Part A						15	
Total (men + women)	4	0	14	9	0	27	27
Total (men +women) full-time instructional staff from Part A						27	

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Part G2 - Salary Outlays for Instructional Staff

Salary Outlays
for Full-time Instructional Staff

Annual Salary Outlays, 2017-18

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	12	147,690		331,513	87,381	496,510
Associate professors	0					0
Assistant professors	0					0
Instructors	0					0
Lecturers	0					0
No academic rank	0					0
Total men	12	147,690	0	331,513	87,381	496,510
Women						
Professors	14	45,165		313,600	333,718	649,832
Associate professors	0					0
Assistant professors	0					0
Instructors	1			38,000		34,200
Lecturers	0					0
No academic rank	0					0
Total women	15	45,165	0	351,600	333,718	684,032
Total (men + women)	27	192,855	0	683,113	421,099	1,180,542

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Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
for Full-time Instructional Staff

Annual Average Salaries, 2017-18

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	12	49,230		47,359	43,691	41,376
Associate professors	0					
Assistant professors	0					
Instructors	0					
Lecturers	0					
No academic rank	0					
Total men	12	49,230		47,359	43,691	41,376
Women						
Professors	14	45,165		52,267	47,674	46,417
Associate professors	0					
Assistant professors	0					
Instructors	1			38,000		34,200
Lecturers	0					
No academic rank	0					
Total women	15	45,165		50,229	47,674	45,602
Total (men + women)	27	48,214		48,794	46,789	43,724

Institution: Redlands Community College (207069) User ID: P2070691

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for Full-time Non-instructional Staff Annual Salary Outlays, 2017-18		
Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	0	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	2	72,800
Management Occupations 11-0000	25	1,522,152
Business and Financial Operations Occupations 13-0000	3	125,339
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	5	198,458
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	10	405,659
Healthcare Practitioners and Technical Occupations 29-0000	0	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	5	175,656
Sales and Related Occupations 41-0000	0	
Office and Administrative Support Occupations 43-0000	17	573,994
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	4	138,580
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	1	44,990

Institution: Redlands Community College (207069) User ID: P2070691

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2017

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	1		
American Indian or Alaska Native			
Asian	1		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	12		
Two or more races			
Race and ethnicity unknown			
Total men	14	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	1		
American Indian or Alaska Native	5		
Asian			
Black or African American	1		
Native Hawaiian or Other Pacific Islander			
White	38		
Two or more races	2		
Race and ethnicity unknown			
Total women	47	0	0
Total (men+women)	61	0	0
Total from prior year	97		

Institution: Redlands Community College (207069) User ID: P2070691

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2017

- **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				4	4
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	4	4

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				1	1
American Indian or Alaska Native				1	1
Asian					0
Black or African American				2	2
Native Hawaiian or Other Pacific Islander					0
White				16	16
Two or more races				2	2
Race and ethnicity unknown					0
Total women	0	0	0	22	22
Total (men+women)	0	0	0	26	26
Total from prior year				19	19

Institution: Redlands Community College (207069) User ID: P2070691

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2017

- **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					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White				5	
Two or more races					
Race and ethnicity unknown					
Total men	0	0	0	5	0

Women

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

Institution: Redlands Community College (207069) User ID: P2070691

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2017

- **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	1					2
American Indian or Alaska Native						0
Asian						1
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White	12			7	5	45
Two or more races	1		1	1		3
Race and ethnicity unknown						0
Total men	14	0	1	8	5	51

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	1					3
American Indian or Alaska Native			1			7
Asian						0
Black or African American			1			4
Native Hawaiian or Other Pacific Islander						0
White	9		6	3	2	80
Two or more races				2		7
Race and ethnicity unknown						0
Total women	10	0	8	5	2	101
Total (men+women)	24	0	9	13	7	152
Total from prior year	27		13	17	6	193

Institution: Redlands Community College (207069) User ID: P2070691

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

Number of Part-time Staff

As of November 1, 2017

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	0	61	0	0	61
Exclusively credit					61			61
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							26	26
Management Occupations 11-0000							2	2
Business and Financial Operations Occupations 13-0000								0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							9	9
Healthcare Practitioners and Technical Occupations 29-0000							1	1
Total	0	0	0	0	61	0	38	99
Total from prior year	0	0		0	97		33	130

Institution: Redlands Community College (207069) User ID: P2070691

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2017

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	0	0	0	0	61	0	0	61
Exclusively credit					61			61
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians 25-4010								0
Librarians 25-4020								0
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							26	26
Management Occupations 11-0000							2	2
Business and Financial Operations Occupations 13-0000								0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							9	9
Healthcare Practitioners and Technical Occupations 29-0000							1	1
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								24
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								9
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								13
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								7
Total								152

Institution: Redlands Community College (207069) User ID: P2070691

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, 2016 - October 31, 2017)

- **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	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien								0
Hispanic/Latino				1				1
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White				1				1
Two or more races								0
Race and ethnicity unknown								0
Total men	0	0	0	2	0	0	0	2

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
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		2		2				4
Two or more races								0
Race and ethnicity unknown								0
Total women	0	2	0	2	0	0	0	4
Total (men+women)	0	2	0	4	0	0	0	6

Institution: Redlands Community College (207069) User ID: P2070691

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

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

Men

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

Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	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			1
Two or more races	0			
Race and ethnicity unknown	0			
Total women	4	0	0	1
Total (men+women)	6	0	0	1

Institution: Redlands Community College (207069) User ID: P2070691

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- **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					
American Indian or Alaska Native					
Asian					
Black or African American					
Native Hawaiian or Other Pacific Islander					
White	1		1		
Two or more races				1	
Race and ethnicity unknown					
Total men	1	0	1	1	0

Women

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

Institution: Redlands Community College (207069) User ID: P2070691

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

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

Men

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

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	**Grand Total (All full-time new hires)**
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American	1					1
Native Hawaiian or Other Pacific Islander						0
White	1		1			13
Two or more races						1
Race and ethnicity unknown						0
Total women	2	0	1	0	0	15
Total (men+women)	2	0	1	0	0	20

Institution: Redlands Community College (207069) User ID: P2070691

Human Resources Survey Evaluation

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

N/A

Institution: Redlands Community College (207069) User ID: P2070691

Prepared by

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

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

Thank you for your assistance.

This survey component was prepared by:

○	Keyholder	○	SFA Contact	◉	HR Contact
○	Finance Contact	○	Academic Library Contact	○	Other

Name: Kim Andrade

Email: kim.andrade@redlandscc.edu

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

1.00 Number of Staff (including yourself)

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

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

Staff member	Collecting Data Needed		Revising Data to Match IPEDS Requirements		Entering Data		Revising and Locking Data	
Your office	16.00	hours		hours	1.00	hours		hours
Other offices		hours		hours		hours	1.00	hours

Summary

Human Resources Component Summary

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the Data Center and sent to your institution's CEO in November 2017.

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

Number of staff by employment status and occupational category: Fall 2017

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	99	152	150
Instructional Staff	27	61	47
Primary Instruction	27	61	47
Exclusively credit	27	61	47
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	2	26	11
Librarians, Curators, and Archivists SOC 25-4000	2	0	2
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	1	0	1
Library Technicians SOC 25-4030	1	0	1
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	0	26	9
Management Occupations SOC 11-0000	25	2	26
Business and Financial Operations Occupations SOC 13-0000	3	0	3
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	5	0	5
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	10	9	13
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	1	0
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	5	24	13
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	17	9	20
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	4	13	8
Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	1	7	3

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 2017-18

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				

All Ranks	4		14	9	27	269	$1,297,067	$4,822
Professor	4		13	9	26	259	$1,259,067	$4,861
Associate professor								
Assistant professor								
Instructor			1		1	10	$38,000	$3,800
Lecturer								
No academic rank								

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.

Institution: Redlands Community College (207069) User ID: P2070691

Edit Report

Human Resources

Redlands Community College (207069)

Source	Description	Severity	Resolved	Options
Screen: B1 - FT Non-instructional, Occupation - 4				
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 individual that was listed in this area during the prior year, we have realigned her duties during FY2017-2018 and she now is better categorized as a 43-3011.			
Screen: D - PT Staff, Occupation - 1				
Screen Entry	This number is outside the expected range of between 64 and 130 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We adopted a tier pay for Adjunct and Overload Pay. If the class has 30 students in class, they receive $670.00 per credit hour. If the class has 31 to 45 students in class, they receive $1,005.00 per credit hour. If the class has 46 and up students in class, they receive $1,340.00 per credit hour. This allowed less classes to have to be taught, thus less instructors, for allowing more students in a class.			
Screen: E - PT Staff, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 64 and 130 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We adopted a tier pay for Adjunct and Overload Pay. If the class has 30 students in class, they receive $670.00 per credit hour. If the class has 31 to 45 students in class, they receive $1,005.00 per credit hour. If the class has 46 and up students in class, they receive $1,340.00 per credit hour. This allowed less classes to have to be taught, thus less instructors, for allowing more students in a class.			