

Institution: Valencia College (138187)
User ID: P1381871

Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

Data Reporting Reminders

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

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

Resources:

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

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

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

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	7	7
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	3	3
Black or African American	0	0	0	0	0	9	9
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	31	31
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	3	3
Total men	0	0	0	0	0	53	53

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	4	4
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	8	8
Black or African American	0	0	0	0	0	11	11
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	70	70
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	5	5
Total women	0	0	0	0	0	98	98

Total (men+women) 0 0 0 0 0 0 151 151

Total from prior year 161

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

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

As of November 1, 2019

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

Men

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

Women

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

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	9	9
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1
Black or African American	0	0	0	0	0	5	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	36	36
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	1	1
Total men	0	0	0	0	0	52	52

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	7	7
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	4	4
Black or African American	0	0	0	0	0	4	4
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	30	30
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	1	1
Total women	0	0	0	0	0	46	46

Total (men+women)

	0	0	0	0	0	98	98
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Total from prior year

112

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	4	4
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	2	2
Black or African American	0	0	0	0	0	3	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	10	10
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	1	1
Total men	0	0	0	0	0	20	20

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	2	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	1	1
Black or African American	0	0	0	0	0	11	11
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	18	18
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	2	2
Total women	0	0	0	0	0	34	34

Total (men+women)	0	0	0	0	0	54	54
Total from prior year							36

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

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

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	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

Women

Race/ethnicity	Without Faculty Status
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

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2019

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

	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)		
<u>Instructional staff</u>	316	151	0	98	54	0	0	619
Total carried forward from previous screens	316	151	0	98	54	0	0	619
<u>Primarily Instruction</u>	316	151	0	98	54	0	0	619
Exclusively credit	315	151	0	98	54		0	618
Exclusively not-for-credit	1	0	0	0	0		0	1
Combined credit/not-for-credit	0	0	0	0	0		0	0
<u>Instruction/research/public service staff</u>	0	0	0	0	0		0	0

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	0	0	0
Hispanic/Latino	32	32	64
American Indian or Alaska Native	2	2	4
Asian	13	23	36
Black or African American	31	41	72
Native Hawaiian or Other Pacific Islander	0	0	0
White	182	244	426
Two or more races	0	0	0
Race and ethnicity unknown	7	10	17
Total	267	352	619
Total from prior year			613

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

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

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0	0	0
Hispanic/Latino	32	0	0
American Indian or Alaska Native	2	0	0
Asian	13	0	0
Black or African American	31	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	182	0	0
Two or more races	0	0	0
Race and ethnicity unknown	7	0	0
Total men	267	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0	0	0
Hispanic/Latino	32	0	0
American Indian or Alaska Native	2	0	0
Asian	23	0	0
Black or African American	41	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	244	0	0
Two or more races	0	0	0
Race and ethnicity unknown	10	0	0
Total women	352	0	0

Total (men+women) 619 0 0

Total from prior year **613**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	11
American Indian or Alaska Native	0	0	0	2
Asian	0	0	0	0
Black or African American	0	1	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	3	0	22
Two or more races	0	0	0	1
Race and ethnicity unknown	0	0	0	3
Total men	0	4	0	40

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	12
American Indian or Alaska Native	0	0	0	0
Asian	0	1	0	6
Black or African American	0	2	0	4
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	7	0	29
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	8
Total women	0	10	0	59
Total (men+women)	0	14	0	99
Total from prior year		14		95

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	1	2	0	0
Hispanic/Latino	2	28	21	8	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	2	7	2	0
Black or African American	4	21	8	10	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	20	74	36	11	0
Two or more races	1	0	0	0	0
Race and ethnicity unknown	2	5	2	1	0
Total men	29	131	76	32	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	0	0	0	0	0
Hispanic/Latino	6	83	5	23	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	14	2	3	0
Black or African American	4	65	3	13	0
Native Hawaiian or Other Pacific Islander	0	1	0	0	0
White	30	148	7	19	0
Two or more races	0	3	0	1	0
Race and ethnicity unknown	0	8	2	2	0
Total women	40	322	19	61	0
Total (men+women)	69	453	95	93	0
Total from prior year	72	453	93	95	

Part B1 - Full-time Non-instructional Staff by Occupational CategoryNumber of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	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	0	0	0	0	3
Hispanic/Latino	46	4	18	19	0	189
American Indian or Alaska Native	0	0	0	0	0	4
Asian	12	0	2	2	0	40
Black or African American	25	3	7	3	0	114
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	24	4	20	7	0	403
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	5	0	1	2	0	28
Total men	112	11	48	33	0	783

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	1	0	0	0	0	1
Hispanic/Latino	31	7	87	0	0	286
American Indian or Alaska Native	0	0	2	0	0	4
Asian	5	1	11	0	0	66
Black or African American	11	7	38	0	0	188
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	9	5	72	0	0	570
Two or more races	0	0	3	0	0	7
	0	0	4	0	0	34

Race and ethnicity unknown						
Total women	57	20	217	0	0	1,157
Total (men+women)	169	31	265	33	0	1,940
Total from prior year	171	29	269	34		1,938

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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2019								
Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff	0	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0	0
25-4010 Librarians and Media Collections Specialists	10	4	0	0	0	0	0	14
25-4020 Library Technicians	0	0	0	0	0	0	0	0
25-4030 Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	0	99	99
25-2000 + 25-3000 + 25-9000 Management Occupations	4	0	0	0	0	0	65	69
11-0000 Business and Financial Operations Occupations	0	0	0	0	0	3	450	453
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0	0	95	95
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	11	3	0	0	0	0	79	93
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	0	0
29-0000								
Total	25	7	0	0	0	3	0	788 823
Total from prior year	26	10				2		784 822

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	0	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0	0
Instructors	0	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0	0
No academic rank	6	0	200	0	61	267	206
Total men	6	0	200	0	61	267	206
Total men full-time instructional staff from Part A						267	
Women							
Professors	0	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0	0
Instructors	0	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0	0
No academic rank	20	0	278	0	54	352	298
Total women	20	0	278	0	54	352	298
Total women full-time instructional staff from Part A						352	
Total (men+women)	26	0	478	0	115	619	504
Total (men+women) full-time instructional staff from Part A						619	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2019-20

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	0	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0	0
Instructors	0	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0	0
No academic rank	206	340,902	0	13,760,432	0	12,640,065	
Total men	206	340,902	0	13,760,432	0	12,640,065	
Women							
Professors	0	0	0	0	0	0	0
Associate professors	0	0	0	0	0	0	0
Assistant professors	0	0	0	0	0	0	0
Instructors	0	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0	0
No academic rank	298	1,269,530	0	18,553,629	0	17,650,414	
Total women	298	1,269,530	0	18,553,629	0	17,650,414	
Total (men + women)	504	1,610,432	0	32,314,061	0	30,290,479	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

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

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	0					
Associate professors	0					
Assistant professors	0					
Instructors	0					
Lecturers	0					
No academic rank	206	56,817		68,802		61,360
Total men	206	56,817		68,802		61,360
Women						
Professors	0					
Associate professors	0					
Assistant professors	0					
Instructors	0					
Lecturers	0					
No academic rank	298	63,477		66,740		59,230
Total women	298	63,477		66,740		59,230
Total (men+women)	504	61,940		67,603		60,100

Part G4 - Salary Outlays for Non-instructional Staff**Salary Outlays****for Full-time Non-instructional Staff****Annual Salary Outlays, 2019-20**

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	113	5,074,767
Management Occupations 11-0000	69	9,543,043
Business and Financial Operations Occupations 13-0000	453	24,788,328
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	95	5,793,678
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	93	4,118,617
Healthcare Practitioners and Technical Occupations 29-0000	0	0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	169	4,834,258
Sales and Related Occupations 41-0000	31	1,087,852
Office and Administrative Support Occupations 43-0000	265	8,974,096
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	33	1,158,149
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	0

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	5	0	0
Hispanic/Latino	133	0	0
American Indian or Alaska Native	1	0	0
Asian	31	0	0
Black or African American	71	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	466	0	0
Two or more races	3	0	0
Race and ethnicity unknown	27	0	0
Total men	737	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	8	0	0
Hispanic/Latino	130	0	0
American Indian or Alaska Native	2	0	0
Asian	40	0	0
Black or African American	126	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	416	0	0
Two or more races	7	0	0
Race and ethnicity unknown	45	0	0
Total women	774	0	0

Total (men+women)	1,511	0	0
Total from prior year	1,440		

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

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	15	15
Hispanic/Latino	0	1	0	83	84
American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	0	24	25
Black or African American	0	1	0	26	27
Native Hawaiian or Other Pacific Islander	0	0	0	1	1
White	0	2	0	71	73
Two or more races	0	0	0	3	3
Race and ethnicity unknown	0	0	0	11	11
Total men	0	5	0	234	239

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	10	10
Hispanic/Latino	0	1	0	94	95
American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	0	15	16
Black or African American	0	1	0	33	34
Native Hawaiian or Other Pacific Islander	0	0	0	1	1
White	0	13	0	83	96
Two or more races	0	0	0	11	11
Race and ethnicity unknown	0	0	0	15	15
Total women	0	16	0	262	278

Total (men+women)	0	21	0	496	517
Total from prior year		22		493	515

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

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	1	0	9	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	1	0
Black or African American	0	1	0	7	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	1	0	19	0
Two or more races	0	0	0	1	0
Race and ethnicity unknown	0	0	0	0	0
Total men	0	3	0	37	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	0	0	0	1	0
Hispanic/Latino	0	2	0	15	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	0	0	0
Black or African American	0	1	0	6	0
Native Hawaiian or Other Pacific Islander	0	0	0	1	0
White	0	1	0	29	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	1	0	0	5	0
Total women	1	5	0	57	0

Total (men+women)	1	8	0	94	0
Total from prior year		14		85	

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2019**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	2		1	23
Hispanic/Latino	29	0	11		5	276
American Indian or Alaska Native	0	0	0		0	1
Asian	3	1	4		1	66
Black or African American	15	0	8		0	129
Native Hawaiian or Other Pacific Islander	0	0	0		0	1
White	8	0	3		8	582
Two or more races	1	0	1		0	9
Race and ethnicity unknown	0	0	0		1	39
Total men	56	1	29		16	1,126

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	1	0	2		0	22
Hispanic/Latino	11	4	49		0	308
American Indian or Alaska Native	0	0	0		0	2
Asian	0	0	4		0	61
Black or African American	1	3	21		0	192
Native Hawaiian or Other Pacific Islander	0	0	1		0	3
White	4	2	26		0	574
Two or more races	0	1	1		0	20
Race and ethnicity unknown	0	0	3		0	69

Total women	17	10	107	0	2	1,251
Total (men+women)	73	11	136	16	10	2,377
Total from prior year	74	13	135	8	10	2,294

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On	Not on Tenure Track					
		Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	7	10	0	0	1,494	0	0	1,511
Exclusively credit	7	10	0	0	1,491		0	1,508
Exclusively not-for-credit	0	0	0	0	3		0	3
Combined credit/not-for-credit	0	0	0	0	0		0	0
Instruction/research/public service staff	0	0	0	0	0		0	0
Research staff	0	0	0	0	0		0	0
Public Service staff	0	0	0	0	0		0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0		0	0
25-4010 Librarians and Media Collections Specialists	0	0	0	0	0		21	21
25-4020 Library Technicians	0	0	0	0	0		0	0
25-4030 Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	2		494	496
25-2000 + 25-3000 + 25-9000 Management Occupations	0	0	0	0	0		1	1
11-0000 Business and Financial Operations Occupations	0	0	0	0	0		8	8
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0		0	0
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0		94	94
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0		0	0
29-0000								
Total	7	10	0	0	1,496	0	618	2,131
Total from prior year	4	3		1	1,433		613	2,054

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

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

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

Men

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

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	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0
Black or African American	0	1	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	0	5	0	1	0	0	0	6
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0	0
Total women	0	6	0	1	0	0	0	7
Total (men+women)	0	10	0	1	0	0	0	11

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

Number of Newly Hired Full-time Staff

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

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

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	1			
American Indian or Alaska Native	0			1
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	1			
Total men	4	0	0	3

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			1
American Indian or Alaska Native	0			
Asian	0			
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	6			3
Two or more races	0			
Race and ethnicity unknown	0			
Total women	7	0	0	4
Total (men+women)	11	0	0	7

Part H - New Hires, Full-time Staff by Occupational Category**Number of Newly Hired Full-time Staff**

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino		2	2		
American Indian or Alaska Native					
Asian					
Black or African American	1	4	1	1	
Native Hawaiian or Other Pacific Islander					
White		7	2		
Two or more races					
Race and ethnicity unknown					
Total men	1	13	5	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	1	6	1	2	
American Indian or Alaska Native					
Asian		4			
Black or African American		5		1	
Native Hawaiian or Other Pacific Islander					
White		10		1	
Two or more races					
Race and ethnicity unknown				2	
Total women	1	25	1	6	0

Total (men+women)	2	38	6	7	0
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						0
Hispanic/Latino	5					10
American Indian or Alaska Native						1
Asian	1					1
Black or African American	2			1		10
Native Hawaiian or Other Pacific Islander						0
White	6	1			1	21
Two or more races						0
Race and ethnicity unknown	1					2
Total men	15	1	1	1	1	45

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	3	2	11			27
American Indian or Alaska Native				1		1
Asian	1					5
Black or African American				6		13
Native Hawaiian or Other Pacific Islander						0
White	1			8		29
Two or more races						0
						2

Race and ethnicity unknown							
Total women	5	2	26	0	0	77	
Total (men+women)	20	3	27	1	0	122	

Human Resources Survey Evaluation

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

Prepared by

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

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

Thank you for your assistance.

This survey component was prepared by:

<input checked="" type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other
Name: Selina Li		
Email: sli6@valenciacollege.edu		

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

3.00	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	8.00 hours	1.00 hours	1.00 hours	1.00 hours
Other offices	hours	hours	hours	hours

Summary**Human Resources Component Summary**

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

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,940	2,377	2,732
Instructional Staff	619	1,511	1,123
Primary Instruction	619	1,511	1,123
Exclusively credit	618	1,508	1,121
Exclusively not-for-credit	1	3	2
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	113	517	285
Librarians, Curators, and Archivists SOC 25-4000	14	21	21
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	14	21	21
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	99	496	264
Management Occupations SOC 11-0000	69	1	69
Business and Financial Operations Occupations SOC 13-0000	453	8	456
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	95	0	95
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	93	94	124
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	0	0
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	169	73	193
Sales and Related Occupations SOC 41-0000	31	11	35
Office and Administrative Support Occupations SOC 43-0000	265	136	310
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	33	16	38

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	0	10	3
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

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

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	26		478		504	5,092	\$33,924,493	\$6,662
Professor								
Associate professor								
Assistant professor								
Instructor								
Lecturer								
No academic rank	26		478		504	5,092	\$33,924,493	\$6,662

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

Valencia College (138187)

Source	Description	Severity	Resolved	Options
Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract				
Upload File	This number is outside the expected range of between 24 and 48 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason: The total number is 6 outside the expected range, data has been verified.				
Screen: A2 - FT Instructional, Function				
Upload File	The total number of full-time non-medical school Instructional staff (Primarily instruction + Instruction/research/public service staff) with a Less-than-annual contract reported by function in Part A (54) is outside the expected range of between 24 and 48 based on the prior year value. Please correct your data or explain. (Error #1564)	Explanation	Yes	
Reason: The total number is 6 outside the expected range, data has been verified.				
Screen: G1 - Salaries Worksheet				
Perform Edits	The percentage of full-time men instructional staff across all academic ranks whose annual salary covers less than 9 months (i.e. the balance of all other full-time instructional staff) in Part G is greater than expected when compared with the total number of these staff reported in Part A. Please correct your data or explain. (Error #1384)	Explanation	Yes	
Reason: The total number is 6 outside of the expected range in Part A, this caused data variance, data has been verified.				
Related Screens:	G - Salaries Worksheet			
Screen: E - PT Staff, Occupation and Tenure - 1				
Upload File	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: Small numeric difference in data between 0 and 1, data has been verified.				