

IPEDS 2023-24 Data Collection System

IPEDS HELP DESK (877) 225-2568 | ipedshelp@rti.org
OMB NO. 1850-0582 v.32 : Approval Expires 8/31/2025
User ID: P1618735

Human Resources 2023-24

Institution: University of Baltimore (161873)

User ID: P1618735

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 data to accurately reflect the time period corresponding with the IPEDS survey component, even if such reporting is seemingly inconsistent with prior-year reporting.
- 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 – which will have basic reporting concepts that will assist you in completing the Human Resources survey component.

Changes in reporting

The following changes were implemented for the 2023-24 data collection period:

- Rephrased "remedial education" terminology in survey materials to "developmental education," including Glossary terms
- Added FAQ regarding staff who provide instruction or services to incarcerated students.

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**.

Institution: University of Baltimore (161873)

User ID: P1618735

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 persons for full-time permanent employment either for the first time (new to the institution) or after a break in service on the payroll as of November 1, 2023?*(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 box below to provide additional context for the data you have reported above.

Institution: University of Baltimore (161873)

User ID: P1618735

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, 2023

- 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		
<u>U.S. Nonresident</u>		3					3
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>	4	3					7
<u>Black or African American</u>	2	3					5
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>	23	20					43
Two or more races							0
<u>Race and ethnicity unknown</u>		1					1
Total men	29	30	0	0	0	0	59

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>		2					2
<u>Hispanic/Latino</u>	1	1					2
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>	2	4					6
<u>Black or African American</u>	3	3					6
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>	21	14					35
Two or more races							0
<u>Race and ethnicity unknown</u>							0
Total women	27	24	0	0	0	0	51
Total (men+women)	56	54	0	0	0	0	110
Total from prior year							106

Institution: University of Baltimore (161873)

User ID: P1618735

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, 2023

- 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		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>			1				1
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>			2				2
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>			3				3
Two or more races			1				1
<u>Race and ethnicity unknown</u>							0
Total men	0	0	7	0	0	0	7

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>			1				1
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>			4				4
<u>Black or African American</u>			1				1
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>		1	5				6
Two or more races							0
<u>Race and ethnicity unknown</u>			1				1
Total women	0	1	12	0	0	0	13
Total (men+women)	0	1	19	0	0	0	20
Total from prior year							27

Institution: University of Baltimore (161873)

User ID: P1618735

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, 2023

- 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		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>					1		1
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>			1		4		5
Two or more races							0
<u>Race and ethnicity unknown</u>							0
Total men	0	0	1	0	5	0	6

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>					2		2
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>			1		6		7
Two or more races							0
<u>Race and ethnicity unknown</u>							0
Total women	0	0	1	0	8	0	9
Total (men+women)	0	0	2	0	13	0	15
Total from prior year							15

Institution: University of Baltimore (161873)

User ID: P1618735

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, 2023

- 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		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>					1		1
<u>Black or African American</u>					2		2
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>					5		5
Two or more races							0
<u>Race and ethnicity unknown</u>							0
Total men	0	0	0	0	8	0	8

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>					1		1
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>					3		3
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>					4		4
Two or more races							0
<u>Race and ethnicity unknown</u>							0
Total women	0	0	0	0	8	0	8
Total (men+women)	0	0	0	0	16	0	16
Total from prior year							17

Institution: University of Baltimore (161873)

User ID: P1618735

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, 2023

- 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		
<u>U.S. Nonresident</u>	0						0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>							0
Two or more races							0
<u>Race and ethnicity unknown</u>							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		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>							0
Two or more races							0
<u>Race and ethnicity unknown</u>							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

Institution: University of Baltimore (161873)

User ID: P1618735

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, 2023

- 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		
<u>U.S. Nonresident</u>	0						0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>							0
Two or more races							0
<u>Race and ethnicity unknown</u>							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		
<u>U.S. Nonresident</u>							0
<u>Hispanic/Latino</u>							0
<u>American Indian or Alaska Native</u>							0
<u>Asian</u>							0
<u>Black or African American</u>							0
<u>Native Hawaiian or Other Pacific Islander</u>							0
<u>White</u>							0
Two or more races							0
<u>Race and ethnicity unknown</u>							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

Institution: University of Baltimore (161873)

User ID: P1618735

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

Number of Full-time Instructional Staff Without Faculty Status

As of November 1, 2023

- 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
<u>U.S. Nonresident</u>	0
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
Two or more races	
<u>Race and ethnicity unknown</u>	
Total men	0

Women

Race/ethnicity	Without Faculty Status
<u>U.S. Nonresident</u>	
<u>Hispanic/Latino</u>	
<u>American Indian or Alaska Native</u>	
<u>Asian</u>	
<u>Black or African American</u>	
<u>Native Hawaiian or Other Pacific Islander</u>	
<u>White</u>	
Two or more races	
<u>Race and ethnicity unknown</u>	
Total women	0

Total (men+women)	0
Total from prior year	

Institution: University of Baltimore (161873)

User ID: P1618735

Part A2 - Full-time Instructional Staff by Function

Number of **Full-time Instructional Staff**

As of November 1, 2023

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

	With <u>Faculty Status</u>						Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>					
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>		
<u>Instructional staff</u>	110	20	15	16	0	0	0	161
Total carried forward from previous screens	110	20	15	16	0	0	0	161
<u>Primarily Instruction</u>	110	20	15	16	0	0	0	161
 Exclusively credit	110	20	15	16				161
 Exclusively not-for-credit								0
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>								0

Institution: University of Baltimore (161873)

User ID: P1618735

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2023

Race/ethnicity	Total men	Total women	Total (men+women)
<u>U.S. Nonresident</u>	3	2	5
<u>Hispanic/Latino</u>	2	4	6
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	10	12	22
<u>Black or African American</u>	7	10	17
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	56	52	108
Two or more races	1	0	1
<u>Race and ethnicity unknown</u>	1	1	2
Total	80	81	161
Total from prior year			165

Institution: University of Baltimore (161873)

User ID: P1618735

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

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

As of November 1, 2023

- 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>
<u>U.S. Nonresident</u>	3		
<u>Hispanic/Latino</u>	2		1
<u>American Indian or Alaska Native</u>	0		
<u>Asian</u>	10		2
<u>Black or African American</u>	7		2
<u>Native Hawaiian or Other Pacific Islander</u>	0		
<u>White</u>	56		8
Two or more races	1		
<u>Race and ethnicity unknown</u>	1		
Total men	80	0	13

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	2		
<u>Hispanic/Latino</u>	4		
<u>American Indian or Alaska Native</u>	0		
<u>Asian</u>	12		
<u>Black or African American</u>	10		
<u>Native Hawaiian or Other Pacific Islander</u>	0		
<u>White</u>	52		5
Two or more races	0		
<u>Race and ethnicity unknown</u>	1		
Total women	81	0	5
Total (men+women)	161	0	18
Total from prior year	165		19

Institution: University of Baltimore (161873)

User ID: P1618735

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

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

As of November 1, 2023

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

Men

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	i <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>				
<u>Hispanic/Latino</u>				
<u>American Indian or Alaska Native</u>				
<u>Asian</u>				
<u>Black or African American</u>				
<u>Native Hawaiian or Other Pacific Islander</u>				
<u>White</u>		5		1
Two or more races				
<u>Race and ethnicity unknown</u>		1		
Total men	0	6	0	1

Women

Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians and Media Collections Specialists</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
<u>U.S. Nonresident</u>				
<u>Hispanic/Latino</u>				
<u>American Indian or Alaska Native</u>				
<u>Asian</u>		2		
<u>Black or African American</u>		4	1	1
<u>Native Hawaiian or Other Pacific Islander</u>				
<u>White</u>		6		2
Two or more races				
<u>Race and ethnicity unknown</u>				
Total women	0	12	1	3
Total (men+women)	0	18	1	4
Total from prior year		17	1	4

Institution: University of Baltimore (161873)

User ID: P1618735

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

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

As of November 1, 2023

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

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>			1		
<u>Hispanic/Latino</u>	1	1	4	1	
<u>American Indian or Alaska Native</u>	1	1			
<u>Asian</u>	4	1	5		
<u>Black or African American</u>	7	8	7	4	
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	39	18	23	3	
Two or more races			1		
<u>Race and ethnicity, unknown</u>		1			
Total men	52	30	41	8	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>				1	
<u>Hispanic/Latino</u>	2	3	2	1	
<u>American Indian or Alaska Native</u>					
<u>Asian</u>	3		1		
<u>Black or African American</u>	20	27	5	11	
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	50	35	10	15	
Two or more races	2			2	
<u>Race and ethnicity, unknown</u>		2			
Total women	77	67	18	30	0
Total (men+women)	129	97	59	38	0
Total from prior year	116	89	54	32	

Institution: University of Baltimore (161873)

User ID: P1618735

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

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

As of November 1, 2023

- 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)
<u>U.S. Nonresident</u>						4
<u>Hispanic/Latino</u>			2	1		13
<u>American Indian or Alaska Native</u>						2
<u>Asian</u>						22
<u>Black or African American</u>	17		3	2		57
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>	1		4	2	1	161
Two or more races						2
<u>Race and ethnicity, unknown</u>			1			4
Total men	18	0	10	5	1	265

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)
<u>U.S. Nonresident</u>						3
<u>Hispanic/Latino</u>			1			13
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>						18
<u>Black or African American</u>	25	1	15			120
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>	1		7			183
Two or more races			1			5
<u>Race and ethnicity, unknown</u>						3
Total women	26	1	24	0	0	345
Total (men+women)	44	1	34	5	1	610
Total from prior year	42	2	33	4	1	579

Institution: University of Baltimore (161873)

User ID: P1618735

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

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

As of November 1, 2023

Occupational category	With <u>Faculty Status</u>						Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>					
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>		
<u>Research staff</u>								0
<u>Public Service staff</u>				18				18
<u>Archivists, Curators, and Museum Technicians</u> 25-4010								0
<u>Librarians and Media Collections Specialists</u> 25-4020							18	18
<u>Library Technicians</u> 25-4030							1	1
<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000							4	4
<u>Management Occupations</u> 11-0000	5					2	122	129
<u>Business and Financial Operations Occupations</u> 13-0000						1	96	97
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000							59	59
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000							38	38
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000								0
Total	5	0	0	18	0	3	338	364
Total from prior year	4			19		3	306	332

Institution: University of Baltimore (161873)

User ID: P1618735

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2023

- 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		110	20	15	16	0	0	0	161
	Exclusively credit	110	20	15	16				161
	Exclusively not-for-credit								0
	Combined credit/not-for-credit								0
Instruction/research/public service staff									0
Research staff									0
Public Service staff					18				18
Archivists, Curators, and Museum Technicians 25-4010									0
Librarians and Media Collections Specialists 25-4020								18	18
Library Technicians 25-4030								1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000								4	4
Management Occupations 11-0000		5					2	122	129
Business and Financial Operations Occupations 13-0000							1	96	97
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000								59	59
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000								38	38
Healthcare Practitioners and Technical Occupations 29-0000									0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000									44
Sales and Related Occupations 41-0000									1
Office and Administrative Support Occupations 43-0000									34
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000									5
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000									1
Total									610

Institution: University of Baltimore (161873)

User ID: P1618735

Part G1 - Salaries Worksheet

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

Annual Salary, 2023-24

- 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

Men

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors	0	0	29	0	0	29	29
Associate professors	0	0	30	0	0	30	30
Assistant professors	0	0	8	0	0	8	8
Instructors						0	0
Lecturers	5	0	8	0	0	13	13
No academic rank						0	0
Total men	5	0	75	0	0	80	80
Total men full-time instructional staff from Part A						80	

Women

Academic Rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Professors	0	0	27	0	0	27	27
Associate professors	1	0	24	0	0	25	25
Assistant professors	0	0	13	0	0	13	13
Instructors						0	0
Lecturers	7	0	9	0	0	16	16
No academic rank						0	0
Total women	8	0	73	0	0	81	81
Total women full-time instructional staff from Part A						81	
Total (men+women)	13	0	148	0	0	161	161
Total (men+women) full-time instructional staff from Part A						161	

Institution: University of Baltimore (161873)

User ID: P1618735

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2023-24

- 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.

Men

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
Professors	29	0		5,279,275		4,751,348
Associate professors	30	0		3,797,808		3,418,027
Assistant professors	8	0		1,031,986		928,787
Instructors	0					0
Lecturers	13	427,865		740,948		987,752
No academic rank	0					0
Total men	80	427,865	0	10,850,017	0	10,085,914

Women

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
Professors	27	0		4,206,128	0	3,785,515
Associate professors	25	118,125		2,934,694	0	2,729,818
Assistant professors	13	0		1,524,434	0	1,371,991
Instructors	0					0
Lecturers	16	702,895	0	813,940	0	1,259,717
No academic rank	0					0
Total women	81	821,020	0	9,479,196	0	9,147,041
Total (men + women)	161	1,248,885	0	20,329,213	0	19,232,955

Institution: University of Baltimore (161873)

User ID: P1618735

Part G3 - Average Salaries for Instructional Staff by Academic Rank

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

Annual Average Salaries, 2023-24

Men

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
Professors	29			182,044		163,840
Associate professors	30			126,594		113,934
Assistant professors	8			128,998		116,098
Instructors	0					
Lecturers	13	85,573		92,619		75,981
No academic rank	0					
Total men	80	85,573		144,667		126,074

Women

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
Professors	27			155,783		140,204
Associate professors	25	118,125		122,279		109,193
Assistant professors	13			117,264		105,538
Instructors	0					
Lecturers	16	100,414		90,438		78,732
No academic rank	0					
Total women	81	102,628		129,852		112,926
Total (men+women)	161	96,068		137,360		119,459

Institution: University of Baltimore (161873)

User ID: P1618735

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for **Full-time** Non-instructional Staff

Annual Salary Outlays, 2023-24

Occupational category	i Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	i Total annual salary outlays
<u>Research staff</u>	0	
<u>Public Service staff</u>	18	1,918,805
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	23	1,634,453
<u>Management Occupations</u> 11-0000	129	18,107,052
<u>Business and Financial Operations Occupations</u> 13-0000	97	7,348,917
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	59	5,824,740
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	38	2,529,740
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	0	
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	44	1,739,232
<u>Sales and Related Occupations</u> 41-0000	1	53,500
<u>Office and Administrative Support Occupations</u> 43-0000	34	1,747,314
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	5	311,424
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	1	62,147
Total	449	41,277,324
Total from prior year	414	37,084,223

Institution: University of Baltimore (161873)

User ID: P1618735

Part D - Part-time Staff by Occupational Category

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

As of November 1, 2023

- 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>	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>	1		
<u>Hispanic/Latino</u>	2		
<u>American Indian or Alaska Native</u>			
<u>Asian</u>	5		
<u>Black or African American</u>	16		
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>	52		
Two or more races			
<u>Race and ethnicity unknown</u>	3		
Total men	79	0	0

Women

Race/ethnicity	<u>Instructional staff</u>	<u>Research staff</u>	<u>Public Service staff</u>
<u>U.S. Nonresident</u>			
<u>Hispanic/Latino</u>	4		
<u>American Indian or Alaska Native</u>			
<u>Asian</u>			
<u>Black or African American</u>	18		
<u>Native Hawaiian or Other Pacific Islander</u>			
<u>White</u>	41		
Two or more races	1		
<u>Race and ethnicity unknown</u>	4		
Total women	68	0	0

Total (men+women)	147	0	0
Total from prior year	141		

Institution: University of Baltimore (161873)

User ID: P1618735

Part D - Part-time Staff by Occupational Category

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

As of November 1, 2023

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

Men

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

Women

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

Institution: University of Baltimore (161873)

User ID: P1618735

Part D - Part-time Staff by Occupational Category

Number of **Part-time Staff**

As of November 1, 2023

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

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>					
<u>Hispanic/Latino</u>					
<u>American Indian or Alaska Native</u>					
<u>Asian</u>		2	1		
<u>Black or African American</u>		2	1		
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>		4		2	
Two or more races	1				
<u>Race and ethnicity, unknown</u>			1		
Total men	1	8	3	2	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>					
<u>Hispanic/Latino</u>		1			
<u>American Indian or Alaska Native</u>					
<u>Asian</u>					
<u>Black or African American</u>		8	1		
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	1	4	1	1	
Two or more races					
<u>Race and ethnicity, unknown</u>					
Total women	1	13	2	1	0
Total (men+women)	2	21	5	3	0
Total from prior year	2	21	4	3	

Institution: University of Baltimore (161873)

User ID: P1618735

Part D - Part-time Staff by Occupational Category

Number of **Part-time Staff**

As of November 1, 2023

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

Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related</u> <u>Occupations</u> 41-0000	<u>Office and Administrative Support</u> <u>Occupations</u> 43-0000	<u>Natural Resources, Construction, and</u> <u>Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation,</u> <u>and Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>U.S. Nonresident</u>			1			2
<u>Hispanic/Latino</u>						2
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>						8
<u>Black or African American</u>	2		3			25
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>			5	1		65
Two or more races			1			2
<u>Race and ethnicity, unknown</u>						5
Total men	2	0	10	1	0	109

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related</u> <u>Occupations</u> 41-0000	<u>Office and Administrative Support</u> <u>Occupations</u> 43-0000	<u>Natural Resources, Construction, and</u> <u>Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation,</u> <u>and Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
<u>U.S. Nonresident</u>						0
<u>Hispanic/Latino</u>			1			6
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>			1			2
<u>Black or African American</u>	1		8			36
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>			1			53
Two or more races			2			3
<u>Race and ethnicity, unknown</u>			6			10
Total women	1	0	19	0	0	110
Total (men+women)	3	0	29	1	0	219
Total from prior year			15	1		191

Institution: University of Baltimore (161873)

User ID: P1618735

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2023

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

Men

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
<u>U.S. Nonresident</u>			10	10
<u>Hispanic/Latino</u>				0
<u>American Indian or Alaska Native</u>				0
<u>Asian</u>				0
<u>Black or African American</u>			1	1
<u>Native Hawaiian or Other Pacific Islander</u>				0
<u>White</u>			3	3
Two or more races				0
<u>Race and ethnicity unknown</u>			3	3
Total men	0	0	17	17

Women

Race/ethnicity	Teaching 25-9044	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
<u>U.S. Nonresident</u>			8	8
<u>Hispanic/Latino</u>				0
<u>American Indian or Alaska Native</u>				0
<u>Asian</u>			1	1
<u>Black or African American</u>			3	3
<u>Native Hawaiian or Other Pacific Islander</u>				0
<u>White</u>	2		6	8
Two or more races				0
<u>Race and ethnicity unknown</u>	1		4	5
Total women	3	0	22	25

Total (men+women)	3	0	39	42
Total from prior year	3		35	38

Institution: University of Baltimore (161873)

User ID: P1618735

Part E - Part Staff by Occupational Category and Tenure Status

Number of **Part-time Staff**

As of November 1, 2023

Occupational category		With <u>Faculty Status</u>						Without Faculty Status	Total
		<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>					
				<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>		
<u>Primarily Instruction</u>		4	1	2	1	139	0	0	147
	 Exclusively credit	4	1	2	1	139			147
	 Exclusively not-for-credit								0
	Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>									0
<u>Research staff</u>									0
<u>Public Service staff</u>									0
<u>Archivists, Curators, and Museum Technicians</u> <u>25-4010</u>									0
<u>Librarians and Media Collections Specialists</u> 25-4020								1	1
<u>Library Technicians</u> 25-4030									0
 <u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000								7	7
<u>Management Occupations</u> 11-0000								2	2
<u>Business and Financial Operations Occupations</u> 13-0000								21	21
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000								5	5
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000								3	3
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000									0
Total		4	1	2	1	139	0	39	186
Total from prior year		5	0	2	3	131	0	34	175

Institution: University of Baltimore (161873)

User ID: P1618735

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2023

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		
Primarily Instruction		4	1	2	1	139	0	147
	Exclusively credit	4	1	2	1	139		147
	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 and Media Collections Specialists 25-4020							1	1
Library Technicians 25-4030								0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							7	7
Management Occupations 11-0000							2	2
Business and Financial Operations Occupations 13-0000							21	21
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							3	3
Healthcare Practitioners and Technical Occupations 29-0000								0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000								3
Sales and Related Occupations 41-0000								0
Office and Administrative Support Occupations 43-0000								29
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000								1
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000								0
Graduate Assistants								42
	Teaching 25-9044							3
	Research							0
	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030,							39

	25-2000, 25-3000, 25-9000, 29-0000	
Total		261

Institution: University of Baltimore (161873)

User ID: P1618735

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, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

- 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 <u>Faculty Status</u>							Without Faculty Status	Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>						
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>			
<u>U.S. Nonresident</u>									0
<u>Hispanic/Latino</u>									0
<u>American Indian or Alaska Native</u>									0
<u>Asian</u>									0
<u>Black or African American</u>									0
<u>Native Hawaiian or Other Pacific Islander</u>									0
<u>White</u>		1	3						4
Two or more races									0
<u>Race and ethnicity unknown</u>									0
Total men	0	1	3	0	0	0	0	0	4

Women

Race/ethnicity	With <u>Faculty Status</u>							Without Faculty Status		Total
	<u>Tenured</u>	<u>On Tenure Track</u>	<u>Not on Tenure Track</u>							
			<u>Multi-year</u>	<u>Annual contract</u>	<u>Less-than-annual contract</u>	<u>Indefinite duration (continuing or at-will)</u>				
<u>U.S. Nonresident</u>										0
<u>Hispanic/Latino</u>										0
<u>American Indian or Alaska Native</u>										0
<u>Asian</u>										0
<u>Black or African American</u>										0
<u>Native Hawaiian or Other Pacific Islander</u>										0
<u>White</u>	1	1	2							4
Two or more races										0
<u>Race and ethnicity unknown</u>										0
Total women	1	1	2	0	0	0	0	0	0	4
Total (men+women)	1	2	5	0	0	0	0	0	0	8

Institution: University of Baltimore (161873)

User ID: P1618735

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

Number of **Newly Hired Full-time Permanent Non-instructional Staff**

(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

- 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
<u>U.S. Nonresident</u>	0			
<u>Hispanic/Latino</u>	0			
<u>American Indian or Alaska Native</u>	0			
<u>Asian</u>	0			
<u>Black or African American</u>	0			
<u>Native Hawaiian or Other Pacific Islander</u>	0			
<u>White</u>	4		1	1
Two or more races	0			
<u>Race and ethnicity unknown</u>	0			1
Total men	4	0	1	2

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
<u>U.S. Nonresident</u>	0			
<u>Hispanic/Latino</u>	0			
<u>American Indian or Alaska Native</u>	0			
<u>Asian</u>	0			
<u>Black or African American</u>	0			
<u>Native Hawaiian or Other Pacific Islander</u>	0			
<u>White</u>	4			3
Two or more races	0			
<u>Race and ethnicity unknown</u>	0			
Total women	4	0	0	3
Total (men+women)	8	0	1	5

Institution: University of Baltimore (161873)

User ID: P1618735

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

Number of **Newly Hired Full-time Permanent Non-instructional Staff**

(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

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

Men

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>			1		
<u>Hispanic/Latino</u>			1		
<u>American Indian or Alaska Native</u>					
<u>Asian</u>	1	1			
<u>Black or African American</u>		1	2	1	
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	4	4	4		
Two or more races					
<u>Race and ethnicity, unknown</u>		1			
Total men	5	7	8	1	0

Women

Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000
<u>U.S. Nonresident</u>				1	
<u>Hispanic/Latino</u>		1	1		
<u>American Indian or Alaska Native</u>					
<u>Asian</u>	1				
<u>Black or African American</u>	7	4		3	
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	5	7	3	4	
Two or more races					
<u>Race and ethnicity, unknown</u>		1			
Total women	13	13	4	8	0
Total (men+women)	18	20	12	9	0

Institution: University of Baltimore (161873)

User ID: P1618735

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

Number of **Newly Hired Full-time Permanent Non-instructional Staff**

(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)

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

Men

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related</u> <u>Occupations</u> 41-0000	<u>Office and Administrative</u> <u>Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and</u> <u>Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and</u> <u>Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)
<u>U.S. Nonresident</u>						1
<u>Hispanic/Latino</u>			1			2
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>						2
<u>Black or African American</u>						4
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>				1		19
Two or more races						0
<u>Race and ethnicity, unknown</u>						2
Total men	0	0	1	1	0	30

Women

Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related</u> <u>Occupations</u> 41-0000	<u>Office and Administrative</u> <u>Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and</u> <u>Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and</u> <u>Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)
<u>U.S. Nonresident</u>						1
<u>Hispanic/Latino</u>			1			3
<u>American Indian or Alaska Native</u>						0
<u>Asian</u>						1
<u>Black or African American</u>	2		4			20
<u>Native Hawaiian or Other Pacific Islander</u>						0
<u>White</u>			3			29
Two or more races						0
<u>Race and ethnicity, unknown</u>						1
Total women	2	0	8	0	0	55
Total (men+women)	2	0	9	1	0	85

Institution: University of Baltimore (161873)

User ID: P1618735

Human Resources Survey Evaluation

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

Institution: University of Baltimore (161873)

User ID: P1618735

Prepared by

Prepared by

Reporting Reminders:

- 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:		Xiaoyan Zheng			
Email:		xzheng@ubalt.edu			

How many staff from your institution only were involved in the data collection and reporting process of this survey component?	
2.00	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? <i>Exclude the hours spent collecting data for state and other reporting purposes.</i>				
Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	30.00 hours	15.00 hours	4.00 hours	8.00 hours
Other offices	hours	hours	hours	hours

Institution: University of Baltimore (161873)

User ID: P1618735

Summary

Human Resources Component Summary

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 institution's Data Feedback Report (DFR). In addition, all data reported in IPEDS survey components become publicly available through the [IPEDS Use the Data](#) and appear as aggregated statistics in various Department of Education reports. [College Navigator](#) is updated approximately three months after the data collection period closes and DFRs will be available through the [IPEDS Use the Data](#) and sent to your institution's CEO at the end of 2024.

Please review your data for accuracy. If you have questions about the data displayed below or 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 2023				
Occupational category		Reported values		FTE staff
		Number of full-time staff	Number of part-time staff	
Total number of staff		610	219	683
	Instructional Staff	161	147	210
	Primarily Instruction	161	147	210
	Exclusively credit	161	147	210
	Exclusively not-for-credit	0	0	0
	Combined credit/not-for-credit	0	0	0
	Instruction/research/public service staff	0	0	0
	Research staff	0	0	0
	Public Service staff	18	0	18
	Library and Student and Academic Affairs and Other Education Services Occupations SOC	23	8	26
	Librarians, Curators, and Archivists SOC 25-4000	19	1	19
	Archivists, Curators, and Museum Technicians 25-4010	0	0	0
	Librarians and Media Collections Specialists 25-4020	18	1	18
	Library Technicians 25-4030	1	0	1
	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	4	7	6
	Management Occupations 11-0000	129	2	130
	Business and Financial Operations Occupations 13-0000	97	21	104
	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	59	5	61
	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	38	3	39
	Healthcare Practitioners and Technical Occupations 29-0000	0	0	0
	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	44	3	45
	Sales and Related Occupations 41-0000	1	0	1
	Office and Administrative Support Occupations 43-0000	34	29	44
	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	5	1	5
	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	1	0	1
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 2023-24								
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	13	0	148	0	161	1,636	21,578,098	13,190
Professors	0	0	56	0	56	560	9,485,403	16,938
Associate professors	1	0	54	0	55	552	6,850,627	12,411
Assistant professors	0	0	21	0	21	210	2,556,420	12,173
Instructors	0	0	0	0	0	0	0	
Lecturers	12	0	17	0	29	314	2,685,648	8,553
No academic rank	0	0	0	0	0	0	0	

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.

Salary Outlays for Full-time Non-instructional Staff		
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	18	1,918,805
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	23	1,634,453
Management Occupations 11-0000	129	18,107,052
Business and Financial Operations Occupations 13-0000	97	7,348,917
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	59	5,824,740
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	38	2,529,740
Healthcare Practitioners and Technical Occupations 29-0000	0	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	44	1,739,232
Sales and Related Occupations 41-0000	1	53,500
Office and Administrative Support Occupations 43-0000	34	1,747,314
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	5	311,424
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	1	62,147
Total	449	41,277,324

Number of Graduate Assistants by occupational category: Fall 2023		
Occupational category		Number of part-time staff
Graduate Assistants		42
Teaching 25-9044		3
Research		0

	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	39
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Number of Newly Hired Full-time Permanent Staff (Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)	
	Number of staff
Newly Hired Full-time Permanent Staff	85

Edit Report

Human Resources

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	Annual Average Salaries (equated 9 months) for any gender and academic rank should be between \$9,000 and \$144,000. The calculated average for the academic rank Professors, men is \$163,840. Please correct your data or explain. (Error #1762)	Explanation	Yes	
Reason	The salaries are above range owing to (a) higher proportion of professional school faculty, (b) increasing share of the university faculty, (c) aging faculty.			
Related Screens	G3 - Average Salaries for Instructional Staff by Academic Rank			
Screen: G2 - Salary Outlays, Instructional Staff				
Perform Edits	You reported full-time men (10 months) Professor earning \$5,279,275 in total outlays. This equates to \$18,204.40 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)	Explanation	Yes	
Reason	The salaries are above range owing to (a) higher proportion of professional school faculty, (b) increasing share of the university faculty, (c) aging faculty.			
Related Screens	Part G2 - Salary Outlays for Instructional Staff			