IPEDS²⁰²²⁻²³ Data Collection System

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Human Resources 2022-23

Institution: Pikes Peak State College (127820)

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 - basic reporting concepts that will assist you in completing the Human Resources survey component.

Changes in reporting

The following changes were implemented for the 2022-23 data collection period:

- The reporting date for new hires has been changed to state that for new hires you must report the number of persons who were hired for full-time permanent employment either for the first time (new to the institution) or after a break in service of persons that are on the payroll of the institution as of November 1, 2022.
- The 'Nonresident alien' category has been changed to 'U.S. Nonresident' but should include the same category of staff/faculty.

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 <u>IPEDS HR/SOC Information Center</u>, 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.

User ID: P1278201

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.

ONo Yes

Does your institution have graduate assistants?

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

۲ No

Yes Ο

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

ONo

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 ۲

Yes Ο

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, 2022?

(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 \bigcirc

Yes ۲

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.

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, 2022

- 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

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

		ŀ		No academic			
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
U.S. Nonresident						0	0
Hispanic/Latino						0	0
American Indian or Alaska Native						0	0
Asian						0	0
Black or African American						0	0
Native Hawaiian or Other Pacific Islander						0	0
White						0	0
Two or more races						0	0
Race and ethnicity unknown						0	0
Total women	0	0	0	0	0	0	0
Total (man twoman)	0	0	0	0	0	0	0
Total (men+women)	0	U	U	U	U	U	U
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, 2022

- 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

		<u>1</u>		No academic			
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
U.S. Nonresident						0	0
<u>Hispanic/Latino</u>						3	3
American Indian or Alaska Native						0	0
Asian						2	2
Black or African American						1	1
Native Hawaiian or Other Pacific Islander						0	0
White						65	65
Two or more races						3	3
Race and ethnicity unknown						0	0
Total men	0	0	0	0	0	74	74

		ŀ		No academic			
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
U.S. Nonresident						0	0
Hispanic/Latino						8	8
American Indian or Alaska Native						0	0
Asian						3	3
Black or African American						8	8
Native Hawaiian or Other Pacific Islander						0	0
White						91	91
Two or more races						2	2
Race and ethnicity unknown						0	0
Total women	0	0	0	0	0	112	112
Total (men+women)	0	0	0	0	0	186	186
Total from prior year							198

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, 2022

- 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

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

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

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, 2022

- 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

		<u>1</u>	Academic Rank		No academic		
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
U.S. Nonresident						0	0
<u>Hispanic/Latino</u>						0	0
American Indian or Alaska Native						0	0
Asian						0	0
Black or African American						0	0
Native Hawaiian or Other Pacific Islander						0	0
White						0	0
Two or more races						0	0
Race and ethnicity unknown						0	0
Total men	0	0	0	0	0	0	0

		ŀ		No academic			
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	rank	Total
U.S. Nonresident						0	0
Hispanic/Latino						0	0
American Indian or Alaska Native						0	0
Asian						0	0
Black or African American						0	0
Native Hawaiian or Other Pacific Islander						0	0
White						0	0
Two or more races						0	0
Race and ethnicity unknown						0	0
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 - Without Faculty Status

Number of Full-time Instructional Staff Without Faculty Status

As of November 1, 2022

- 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.S. Nonresident	0
<u>Hispanic/Latino</u>	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
U.S. Nonresident	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)	0

Total from prior year

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2022

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

	With Faculty Status					
	<u>Multi-</u> <u>year</u>	<u>Annual</u> contract	<u>Less-than-annual</u> <u>contract</u>	Indefinite duration (continuing or <u>at-will)</u>	Without Faculty Status	Total
Instructional staff	0	186	0	0	0	186
Total carried forward from previous screens	0	186	0	0	0	186
Primarily Instruction	0	186	0	0	0	186
 Exclusively credit 	0	0	0	0	0	0
 Exclusively not-for-credit 	0	0	0	0	0	0
Combined credit/not-for-credit	0	186	0	0	0	186
Instruction/research/public service staff	0	0	0	0	0	0

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Institution: Pikes Peak State College (127820) Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2022

Race/ethnicity	Total men	Total women	Total (men+women)
U.S. Nonresident	0	0	0
Hispanic/Latino	3	8	11
American Indian or Alaska Native	0	0	0
Asian	2	3	5
Black or African American	1	8	9
Native Hawaiian or Other Pacific Islander	0	0	0
White	65	91	156
Two or more races	3	2	5
Race and ethnicity unknown	0	0	0
Total	74	112	186
Total from prior year			198

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

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

As of November 1, 2022

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

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
U.S. Nonresident	0	0	0
<u>Hispanic/Latino</u>	3	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	65	0	0
Two or more races	3	0	0
Race and ethnicity unknown	0	0	0
Total men	74	0	0

Women

Total from prior year

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
U.S. Nonresident	0	0	0
Hispanic/Latino	8	0	0
American Indian or Alaska Native	0	0	0
Asian	3	0	0
Black or African American	8	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	91	0	0
Two or more races	2	0	0
Race and ethnicity unknown	0	0	0
Total women	112	0	0
Total (men+women)	186	0	0

198

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

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

As of November 1, 2022

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

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	<u>Library</u> <u>Technicians</u> 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
U.S. Nonresident				
Hispanic/Latino				2
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White			1	
Two or more races				2
Race and ethnicity unknown				
Total women	0	0	1	15
Total (men+women)	0	0	1	18
Total from prior year			2	12

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

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

As of November 1, 2022

- 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	<u>Computer,</u> <u>Engineering, and</u> <u>Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal,</u> <u>Arts, Design, Entertainment, Sports,</u> <u>and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
U.S. Nonresident	0	0	0	0	0
Hispanic/Latino	1	0	2	0	0
<u>American Indian or</u> <u>Alaska Native</u>	0	0	0	0	0
<u>Asian</u>	0	0	0	0	0
<u>Black or African</u> American	0	0	0	0	0
<u>Native Hawaiian or</u> Other Pacific Islander	0	0	0	0	0
<u>White</u>	19	3	15	1	0
Two or more races	0	0	1	0	0
Race and ethnicity unknown	1	0	0	0	0
Total men	21	3	18	1	0

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	<u>Computer,</u> <u>Engineering, and</u> <u>Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal,</u> <u>Arts, Design, Entertainment, Sports,</u> <u>and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare</u> <u>Practitioners and</u> <u>Technical Occupations</u> 29-0000
U.S. Nonresident		0	0	0	0
Hispanic/Latino	3	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	2	1	0	0	0
Black or African American	5	0	0	1	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	19	13	6	2	0
Two or more races	2	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0
Total women	31	14	6	3	0
Total (men+women)	52	17	24	4	0
Total from prior year	51	16	23	4	

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

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

As of November 1, 2022

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

Men

Race/ethnicity	<u>Service</u> <u>Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and</u> <u>Related</u> <u>Occupations</u> 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.S. Nonresident	0	0	0	0	0	0
Hispanic/Latino	6	0	2	1	1	16
<u>American Indian or</u> <u>Alaska Native</u>	0	0	0	0	0	0
<u>Asian</u>	4	0	1	0	0	7
<u>Black or African</u> American	4	0	4	1	1	11
<u>Native Hawaiian or</u> <u>Other Pacific</u> <u>Islander</u>	0	0	0	0	0	0
White	11	0	21	12	2	151
Two or more races	0	0	2	0	0	7
Race and ethnicity unknown	0	0	0	0	0	1
Total men	25	0	30	14	4	193

Total women	11	0	133	0	0	326
Race and ethnicity unknown	0	0	2	0	0	2
Two or more races	0	0	9	0	0	15
White	3	0	88	0	0	232
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
Black or African American	2	0	10	0	0	27
Asian	0	0	3	0	0	10
American Indian or Alaska Native	0	0	0	0	0	0
Hispanic/Latino	6	0	21	0	0	40
U.S. Nonresident	0	0	0	0	0	0
Race/ethnicity	<u>Service</u> <u>Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and</u> <u>Related</u> <u>Occupations</u> 41-0000	Office and Administrative Support Occupations 43-0000	<u>Natural Resources,</u> <u>Construction, and</u> <u>Maintenance</u> <u>Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production,</u> <u>Transportation, and</u> <u>Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)

Total (men+women)	36	0	163	14	4	519
Total from prior year	53	3	200	18	4	584

Part B2 - Full-time Non-instructional Staff by Occupational Category and Contract Length

Number of Full-time Non-instructional Staff

As of November 1, 2022

			Without Faculty				
Occupational category	<u>Multi-</u> <u>year</u>	<u>Annual</u> contract	Less-than-annual contract	Indefinite duration (continuing or at-will)	Status	Total	
Research staff					0	0	
Public Service staff					0	0	
Archivists, Curators, and Museum Technicians 25-4010					0	0	
Librarians and Media Collections Specialists 25-4020					0	0	
<u>Library Technicians</u> 25-4030					1	1	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000					18	18	
Management Occupations 11-0000					52	52	
Business and Financial Operations Occupations 13-0000					17	17	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000					24	24	
<u>Community, Social Service, Legal, Arts, Design,</u> <u>Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000					4	4	
Healthcare Practitioners and Technical Occupations 29-0000					0	0	
Total	0	0	0	0	116	116	
Total from prior year					108	108	

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2022

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

			With Faculty Statu	S	Without Faculty	
Occupational category	Multi-year	Multi-yearAnnual contractLess-than-annual contractIndefinite duration (continuing or at-will)			Status	Total
Primarily Instruction	0	186	0	0	0	186
Exclusively credit	0	0	0	0	0	0
Exclusively not-for-credit	0	0	0	0	0	0
Combined credit/not-for-credit	0	186	0	0	0	186
Instruction/research/public service staff	0	0	0	0	0	0
Research staff					0	0
Public Service staff					0	0
Archivists, Curators, and Museum Technicians 25-4010					0	0
Librarians and Media Collections Specialists 25-4020					0	0
Library Technicians 25-4030					1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000					18	18
Management Occupations 11-0000					52	52
Business and Financial Operations Occupations 13-0000					17	17
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000					24	24
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000					4	4
Healthcare Practitioners and Technical Occupations 29-0000					0	0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000						36
Sales and Related Occupations 41-0000						0
Office and Administrative Support Occupations 43-0000						163
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000						14
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000						4
Total						519

Part G1 - Salaries Worksheet

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

Annual Salary, 2022-23

- 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

		 Months worked 					 Total staff for salary
Gender and academic rank	12 months	11 months	10 months	9 months	< 9 months	Total Staff	reporting
Professors						0	0
Associate professors						0	0
Assistant professors						0	0
Instructors						0	0
Lecturers						0	0
No academic rank				74		74	74
Total men	0	0	0	74	0	74	74
Total men full-time instructional staff from Part A						74	

		 Months worked 					 Total staff for salary
Gender and academic rank	12 months	11 months	10 months	9 months	< 9 months	Total Staff	reporting
Professors						0	0
Associate professors						0	0
Assistant professors						0	0
Instructors						0	0
Lecturers						0	0
No academic rank				112		112	112
Total women	0	0	0	112	0	112	112
Total women full-time instructional staff from Part A						112	
Total (men+women)	0	0	0	186	0	186	186
Total (men+women) full-time instructional staff from Part A						186	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2022-23

- 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

Gender and academic rank	Total staff for salary	 Salary Outlays 							
	reporting (from Part G, screen 1)	12 months	11 months	10 months	9 months	 Equated 9 months 			
Professors	0					0			
Associate professors	0					0			
Assistant professors	0					0			
Instructors	0					0			
Lecturers	0					0			
No academic rank	74				4,747,191	4,747,191			
Total men	74	0	0	0	4,747,191	4,747,191			

Gender and academic	Total staff for salary	Salary Outlays							
rank	reporting (from Part G, screen 1)	12 months	11 months	10 months	9 months	 Equated months 			
Professors	0					0			
Associate professors	0					0			
Assistant professors	0					0			
Instructors	0					0			
Lecturers	0					0			
No academic rank	112				7,182,330	7,182,330			
Total women	112	0	0	0	7,182,330	7,182,330			
Total (men + women)	186	0	0	0	11,929,521	11,929,521			

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank for Full-time Instructional Staff

Annual Average Salaries, 2022-23

Men									
Gender and academic rank	Total staff for salary reporting	Annual Average Salaries							
	(from Part G, screen 1)	12 months	11 months	10 months	9 months	Equated 9 months			
Professors	0								
Associate professors	0								
Assistant professors	0								
Instructors	0								
Lecturers	0								
No academic rank	74				64,151	64,151			
Total men	74				64,151	64,151			

Gender and academic rank	Total staff for salary reporting	Annual Average Salaries					
	(from Part G, screen 1)	12 months	11 months	10 months	9 months	Equated 9 months	
Professors	0						
Associate professors	0						
Assistant professors	0						
Instructors	0						
Lecturers	0						
No academic rank	112				64,128	64,128	
Total women	112				64,128	64,128	
Total (men+women)	186				64,137	64,137	

User ID: P1278201

Institution: Pikes Peak State College (127820)

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays for Full-time Non-instructional Staff

Annual Salary Outlays, 2022-23

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	19	967,579
Management Occupations 11-0000	52	4,938,149
Business and Financial Operations Occupations 13-0000	17	1,164,548
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	24	1,666,196
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	4	272,911
Healthcare Practitioners and Technical Occupations 29-0000	0	0
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	36	1,734,163
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	163	7,820,387
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	14	709,370
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	4	180,527
Total	333	19,453,830
Total from prior year	386	21,004,202

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2022

- 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
U.S. Nonresident	1		
<u>Hispanic/Latino</u>	15		
American Indian or Alaska Native	3		
Asian	7		
Black or African American	6		
Native Hawaiian or Other Pacific Islander	0		
White	120		
Two or more races	2		
Race and ethnicity unknown	3		
Total men	157	0	0

Women

Total from prior year

Race/ethnicity	Instructional staff	Research staff	Public Service staff
U.S. Nonresident	0		
Hispanic/Latino	16		
American Indian or Alaska Native	2		
Asian	10		
Black or African American	15		
Native Hawaiian or Other Pacific Islander	0		
White	185		
Two or more races	2		
Race and ethnicity unknown	2		
Total women	232	0	0
Total (men+women)	389	0	0

399

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2022

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

Men

Race/ethnicity	<u>Archivists, Curators,</u> <u>and Museum</u> <u>Technicians</u> 25-4010	<u>Librarians and</u> <u>Media Collections</u> <u>Specialists</u> 25-4020	<u>Library</u> <u>Technicians</u> 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
U.S. Nonresident					0
Hispanic/Latino					0
<u>American Indian or</u> <u>Alaska Native</u>					0
<u>Asian</u>					0
<u>Black or African</u> <u>American</u>					0
<u>Native Hawaiian or</u> Other Pacific Islander					0
White					0
Two or more races					0
Race and ethnicity unknown					0
Total men	0	0	0	0	0

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

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2022

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

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

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2022

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

Men

Race/ethnicity	<u>Service</u> <u>Occupations</u> 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	<u>Production,</u> <u>Transportation, and</u> <u>Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All part-time staff)
U.S. Nonresident						1
Hispanic/Latino						15
<u>American Indian or</u> <u>Alaska Native</u>						3
<u>Asian</u>						7
<u>Black or African</u> American						6
<u>Native Hawaiian or</u> <u>Other Pacific</u> <u>Islander</u>						0
White			2			124
Two or more races						2
Race and ethnicity unknown						3
Total men	0	0	2	0	0	161

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)
U.S. Nonresident						0
Hispanic/Latino			1			17
American Indian or Alaska Native						2
Asian						10
Black or African American						16
Native Hawaiian or Other Pacific Islander						0
White			3			189
Two or more races						2
Race and ethnicity unknown						2
Total women	0	0	4	0	0	238

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Total (men+women)	v 0	0	6	0	0	399
Total from prior year	22		8			430

Part E - Part-time Staff by Occupational Category and Contract Length

Number of Part-time Staff

As of November 1, 2022

			With Faculty Status	1	Without	
Occupational category	<u>Multi-</u> <u>year</u>	<u>Annual</u> contract	<u>Less-than-annual</u> <u>contract</u>	Indefinite duration (continuing or at-will)	Faculty Status	Total
Primarily Instruction	0	11	0	0	378	389
Exclusively credit						0
Exclusively not-for-credit						0
Combined credit/not-for-credit		11			378	389
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						0
<u>Library Technicians</u> 25-4030						0
 <u>Student and Academic Affairs and Other Education</u> <u>Services Occupations</u> 25-2000 + 25-3000 + 25-9000 					2	2
Management Occupations 11-0000					2	2
Business and Financial Operations Occupations 13-0000						0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						0
<u>Community, Social Service, Legal, Arts, Design, Entertainment,</u> <u>Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000						0
Healthcare Practitioners and Technical Occupations 29-0000						0
Total	0	11	0	0	382	393
Total from prior year		12			388	400

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2022

			With Faculty State	Without Faculty	Tetel	
Occupational category	Multi- year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)	Status	Total
Primarily Instruction	0	11	0	0	378	389
Exclusively credit						0
Exclusively not-for-credit						0
Combined credit/not-for-credit		11			378	389
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						0
Library Technicians 25-4030						0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000					2	2
Management Occupations 11-0000					2	2
Business and Financial Operations Occupations 13-0000						0
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						0
Healthcare Practitioners and Technical Occupations 29-0000						0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000						0
Sales and Related Occupations 41-0000						0
Office and Administrative Support Occupations 43-0000						6
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000						0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000						0
Total						399

Part H - New Hires, Full-time Instructional Staff by Contract Length

Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full-time between November 1, 2021 - October 31, 2022 and on the payroll as of November 1, 2022)

- 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 Public Service

Men

			With Faculty State	<u>21</u>	Without Faculty	
Race/ethnicity	<u>Multi-</u> <u>year</u>	<u>Annual</u> contract	<u>Less-than-annual</u> <u>contract</u>	Indefinite duration (continuing or at- will)	Status	Total
U.S. Nonresident						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian		1				1
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White		2				2
Two or more races		1				1
Race and ethnicity unknown						0
Total men	0	4	0	0	0	4

			With Faculty State	<u>15</u>	Without Faculty	
Race/ethnicity	<u>Multi-</u> <u>year</u>	<u>Annual</u> contract	<u>Less-than-annual</u> <u>contract</u>	Indefinite duration (continuing or at- <u>will)</u>	Status	Total
U.S. Nonresident						0
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White		4				4
Two or more races						0
Race and ethnicity unknown						0
Total women	0	4	0	0	0	4
Total (men+women)	0	8	0	0	0	8

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, 2021 - October 31, 2022 and on the payroll as of November 1, 2022)

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

Men

Race/ethnicity	Instructional Staff (from Part H, screen 1)	<u>Research</u> <u>staff</u>	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
U.S. Nonresident	0	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
<u>Asian</u>	1	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	2	0	0	0
Two or more races	1	0	0	0
Race and ethnicity unknown	0	0	0	0
Total men	4	0	0	0

Race/ethnicity	Instructional Staff (from Part H, screen <u>1)</u>	<u>Research</u> <u>staff</u>	Public Service staff	<u>Library and Student and Academic Affairs and Other Education</u> <u>Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
U.S. Nonresident	0	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	4	0	0	0
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	0
Total women	4	0	0	0
	_			-
Total (men+women)	8	0	0	0

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, 2021 - October 31, 2022 and on the payroll as of November 1, 2022)

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

Men

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

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

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, 2021 - October 31, 2022 and on the payroll as of November 1, 2022)

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

Men

unknown Total men	1	0	5	1	0	18
Race and ethnicity						0
Two or more races						1
White	1		2	1		12
<u>Native Hawaiian or</u> <u>Other Pacific</u> <u>Islander</u>						0
<u>Black or African</u> American			2			2
<u>Asian</u>						1
<u>American Indian or</u> <u>Alaska Native</u>						0
Hispanic/Latino			1			2
U.S. Nonresident						0
Race/ethnicity	<u>Service</u> <u>Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	<u>Natural Resources,</u> <u>Construction, and</u> <u>Maintenance</u> <u>Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production,</u> <u>Transportation, and</u> <u>Material Moving</u> <u>Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time new hires)

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)
U.S. Nonresident						0
Hispanic/Latino			1			1
American Indian or Alaska Native						0
Asian						0
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White			4			12
Two or more races						0
Race and ethnicity unknown						0
Total women	0	0	5	0	0	14

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	Total (men+women)	1	0	10	1	0	32

Human Resources Survey Evaluation

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

N/A

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Institution: Pikes Peak State College (127820)

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 compo	onent was prepared by:				
0	Keyholder	0	SFA Contact	۲	HR Contact
0	Finance Contact	0	Academic Library Contact	0	Other
Na	ame: Michele Hodge				
Er	mail: Michele.Hodge@pikespeak.	edu			

How many staff from your institution only were involved in the data collection and reporting process of this survey component?
1.00 Number of Staff (including yourself)

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component? *Exclude the hours spent collecting data for state and other reporting purposes.*

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	hours	5.00 hours	2.00 hours	hours
Other offices	0.50 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 <u>Data Center</u> and sent to your institution's CEO in November 2023.

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 <u>ipedshelp@rti.org</u>.

Number of staff by employment status ar Fall 2022	nd occupational	category:		
Occupational category	Reporte	FTE staff		
	Number of full-time staff	Number of part-time staff		
Total number of staff	519	399	65	
Instructional Staff	186	389	31	
Primary Instruction	186	389	31	
Exclusively credit	0	0		
Exclusively not-for-credit	0	0		
Combined credit/not-for-credit	186	389	31	
Instruction/research/public service	0	0		
Research Staff	0	0		
Public Service Staff	0	0		
Library and Student and Academic Affairs and Other Education Services Occupations SOC	19	2	2	
Librarians, Curators, and Archivists SOC 25-4000	1	0		
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0		
Librarians SOC 25-4020	0	0		
Library Technicians SOC 25-4030	1	0		
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	18	2	1	
Management Occupations SOC 11-0000	52	2	Ę	
Business and Financial Operations Occupations SOC 13-0000	17	0	1	
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	24	0	2	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	4	0		
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	0		
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39- 0000	36	0	3	

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IPEDS Data Collection System

0 163 14	0	0 165
	6	165
14		
14	0	14
4	0	4
	4	4 0

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

Academic	Months	s Covered	by Annual	Salary	Total Staff for	Total Number Salarv	Weighted		
rank	12 months	11 months	10 months	9 months	Salary reporting	of Months	Salary Outlays	Average Monthly Salaries	
All Ranks				186	186	1,674	\$11,929,521	\$7,126	
Professor									
Associate professor									
Assistant professor									
Instructor									
Lecturer									
No academic rank				186	186	1,674	\$11,929,521	\$7,126	

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.

Edit Report

Human Resources

Source	Description	Severity	Resolved	Options					
Screen: B1 - FT	Screen: B1 - FT Non-instructional, Occupation - 4								
Screen Entry	This number(0) is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes						
Reason The Bookstore that was part of Pike Peak State College's operations was closed, effecting the employment of approximately 5 employees.									
Screen: D - PT	Screen: D - PT Staff, Occupation - 4								
Screen Entry	This number(0) is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes						
Reason The Child Development Center closed. The majority of the employees were part-time.									