

Institution: Berklee College of Music (164748)

User ID: P1647483

Overview**Human Resources Overview**

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

Data Reporting Reminders

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

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 2010 Standard Occupational Classification (SOC) codes. Additional information and resources can be found in the [IPEDS HR/SOC Information Center](#), including general information about the SOC, the IPEDS/SOC crosswalk, a SOC Browse Tool, frequently asked questions, and web tutorials.

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

Did your institution hire any **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2015 and October 31, 2016** either for the **first time** (new to the institution) or **after a break in service**? (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2016

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	1	0	0	0	1
Hispanic/Latino	4	5	0	0	0	0	9
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	1	0	1	0	0	0	2
Black or African American	12	11	3	0	0	0	26
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	90	40	15	0	0	0	145
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	1	1	1	0	0	0	3
Total men	108	57	21	0	0	0	186

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	1	2	0	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	2	0	1	0	0	0	3
Black or African American	4	0	1	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	29	21	4	0	0	0	54
Two or more races	1	0	0	0	0	0	1
Race and ethnicity unknown	0	1	1	0	0	0	2
Total women	37	24	7	0	0	0	68
Total (men+women)	145	81	28	0	0	0	254

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

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

As of November 1, 2016

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	1	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	13	13
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	34	34
Total men	0	0	0	0	0	48	48

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	16	16
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	21	21
Total women	0	0	0	0	0	37	37

Total (men+women)	0	0	0	0	0	85	85
Total from prior year							

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

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

As of November 1, 2016

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

Men

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

Women

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

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

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

**Number of Full-time Instructional Staff
 With Faculty Status
 Not on Tenure Track - Indefinite duration contract**

As of November 1, 2016

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

Men

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

Women

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2016

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

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	0
American Indian or Alaska Native	0
Asian	0
Black or African American	2
Native Hawaiian or Other Pacific Islander	0
White	3
Two or more races	0
Race and ethnicity unknown	1
Total men	6

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	0
American Indian or Alaska Native	0
Asian	0
Black or African American	0
Native Hawaiian or Other Pacific Islander	0
White	3
Two or more races	0
Race and ethnicity unknown	0
Total women	3

Total (men+women)

Total (men+women)	9
Total from prior year	4

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2016


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

	With <u>Faculty Status</u>				Without Faculty Status	Total
	<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>	254	85	0		9	348
Total carried forward from previous screens	254	85	0	0	9	348
<u>Primarily Instruction</u>	254	85	0	0	9	348
Exclusively credit	254	85	0	0	9	348
Exclusively not-for-credit	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0
<u>Instruction/research/public service staff</u>	0	0	0	0	0	0

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2016

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	1	0	1
Hispanic/Latino	9	3	12
American Indian or Alaska Native	0	0	0
Asian	2	3	5
Black or African American	29	5	34
Native Hawaiian or Other Pacific Islander	0	0	0
White	161	73	234
Two or more races	0	1	1
Race and ethnicity unknown	38	23	61
Total	240	108	 348
Total from prior year			254

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

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

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	1	0	0
Hispanic/Latino	9	0	0
American Indian or Alaska Native	0	0	0
Asian	2	0	0
Black or African American	29	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	161	0	0
Two or more races	0	0	0
Race and ethnicity unknown	38	0	0
Total men	240	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	0	0	0
Hispanic/Latino	3	0	0
American Indian or Alaska Native	0	0	0
Asian	3	0	0
Black or African American	5	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	73	0	0
Two or more races	1	0	0
Race and ethnicity unknown	23	0	0
Total women	108	0	0

Total (men+women) 348 0 0

Total from prior year **254**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		0	0	0
Hispanic/Latino		0	0	1
American Indian or Alaska Native		0	0	0
Asian		0	0	0
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White		0	3	0
Two or more races		0	0	0
Race and ethnicity unknown		0	2	0
Total men		0	5	1

Women

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

50

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	2	0	1	0	0
Hispanic/Latino	10	1	5	4	0
American Indian or Alaska Native	0	1	0	0	0
Asian	1	2	5	2	0
Black or African American	16	2	3	1	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
White	84	23	46	37	0
Two or more races	2	1	1	0	0
Race and ethnicity unknown	11	2	4	5	0
Total men	127	32	65	49	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	1	1	2	1	0
Hispanic/Latino	4	1	1	5	0
American Indian or Alaska Native	0	1	0	0	0
Asian	2	1	4	0	0
Black or African American	5	5	1	4	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	50	45	16	39	0
Two or more races	0	2	0	0	0
Race and ethnicity unknown	4	1	0	5	0
Total women	66	57	24	54	0

Total (men+women)	193	89	89	103	0
Total from prior year	147	87	91	91	

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	1	0	0	5
Hispanic/Latino	0	0	5	0	0	36
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	4	0	0	18
Black or African American	3	0	3	0	0	57
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	18	0	16	6	0	413
Two or more races	0	0	0	0	0	4
Race and ethnicity unknown	6	0	1	0	0	72
Total men	27	0	30	6	0	607

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	0	0	0	5
Hispanic/Latino	0	0	6	0	0	24
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	2	0	0	14
Black or African American	3	0	6	0	0	29
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	4	0	39	0	0	289
Two or more races	0	0	0	0	0	3
	1	0	3	0	0	40

Race and ethnicity unknown						
Total women	8	0	56	0	0	405
Total (men+women)	35	0	86	6	0	1,012
Total from prior year	23		82	7		842

Part B2 - Full-time Non-instructional Staff by Occupational Category and Contract Length**Number of Full-time Non-instructional Staff****As of November 1, 2016**

Occupational category	With Faculty Status				Without Faculty Status	Total
	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	1	1
Librarians 25-4020	0	0	0	0	10	10
Library Technicians 25-4030	0	0	0	0	1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	51	51
Management Occupations 11-0000	0	0	0	0	193	193
Business and Financial Operations Occupations 13-0000	0	0	0	0	89	89
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	89	89
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	103	103
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0
Total	0	0	0	0	537	537
Total from prior year		0	0		476	476

Part C - Full-time Summary

Summary of Full-time Staff

As of November 1, 2016

•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
	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	254	85	0	0	9	348
Exclusively credit	254	85	0	0	9	348
Exclusively not-for-credit	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0
Research staff	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	1	1
Librarians 25-4020	0	0	0	0	10	10
Library Technicians 25-4030	0	0	0	0	1	1
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	0	0	51	51
Management Occupations 11-0000	0	0	0	0	193	193
Business and Financial Operations Occupations 13-0000	0	0	0	0	89	89
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	89	89
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	103	103
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000						35
Sales and Related Occupations 41-0000						0
Office and Administrative Support Occupations 43-0000						86
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000						6
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000						0
Total						1,012

Part G - Salaries Worksheet

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

Annual Salary, 2016-17

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors	0	0	0	108	0	108	108	972
Associate professors	0	0	0	57	0	57	57	513
Assistant professors	0	0	0	21	0	21	21	189
Instructors	0	0	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0	0	0
No academic rank	0	0	0	54	0	54	54	486
Total men	0	0	0	240	0	240	240	2,160
Total men full-time instructional staff from Part A						240		
Women								
Professors	0	0	0	37	0	37	37	333
Associate professors	0	0	0	24	0	24	24	216
Assistant professors	0	0	0	7	0	7	7	63
Instructors	0	0	0	0	0	0	0	0
Lecturers	0	0	0	0	0	0	0	0
No academic rank	2	0	0	38	0	40	40	366
Total women	2	0	0	106	0	108	108	978
Total women full-time instructional staff from Part A						108		
Total (men + women)	2	0	0	346	0	348	348	3,138
Total (men +women) full-time instructional staff from Part A						348		

Part G - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2016-17

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	Salary Outlays				Weighted average monthly salaries
			12 months	11 months	10 months	9 months	
Men							
Professors	108	972	0	0	0	10,837,280	11,149
Associate professors	57	513	0	0	0	4,599,000	8,965
Assistant professors	21	189	0	0	0	1,504,947	7,963
Instructors	0	0	0	0	0	0	
Lecturers	0	0	0	0	0	0	
No academic rank	54	486	0	0	0	3,418,946	7,035
Total men	240	2,160	0	0	0	20,360,173	9,426
Women							
Professors	37	333	0	0	0	3,545,533	10,647
Associate professors	24	216	0	0	0	1,894,661	8,772
Assistant professors	7	63	0	0	0	491,578	7,803
Instructors	0	0	0	0	0	0	
Lecturers	0	0	0	0	0	0	
No academic rank	40	366	135,915	0	0	2,283,027	6,609
Total women	108	978	135,915	0	0	8,214,799	8,539
Total (men + women)	348	3,138	135,915	0	0	28,574,972	9,149

Part G - Average Salary by academic rank

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

Annual Average Salaries, 2016-17

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
Men					
Professors				100,345	100,345
Associate professors				80,684	80,684
Assistant professors				71,664	71,664
Instructors					
Lecturers					
No academic rank				63,314	63,314
Total men				84,834	84,834
Women					
Professors				95,825	95,825
Associate professors				78,944	78,944
Assistant professors				70,225	70,225
Instructors					
Lecturers					
No academic rank	67,958			60,080	59,624
Total women	67,958			77,498	77,007
Total (men + women)	67,958			82,587	82,405

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays for <u>Full-time Non-instructional Staff</u>		
Annual Salary Outlays, 2016-17		
Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	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	63	4,213,668
Management Occupations 11-0000	193	24,059,837
Business and Financial Operations Occupations 13-0000	89	6,820,635
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	89	7,215,349
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	103	6,300,179
Healthcare Practitioners and Technical Occupations 29-0000	0	0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	35	2,148,210
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	86	4,676,878
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	6	373,974
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	0

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	1	0	0
Hispanic/Latino	11	0	0
American Indian or Alaska Native	1	0	0
Asian	9	0	0
Black or African American	25	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	195	0	0
Two or more races	2	0	0
Race and ethnicity unknown	57	0	0
Total men	301	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	4	0	0
Hispanic/Latino	7	0	0
American Indian or Alaska Native	1	0	0
Asian	11	0	0
Black or African American	9	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	111	0	0
Two or more races	1	0	0
Race and ethnicity unknown	49	0	0
Total women	193	0	0

Total (men+women) 494 0 0

Total from prior year **380**

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

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien		0	0	0	1
Hispanic/Latino		0	0	0	4
American Indian or Alaska Native		0	0	0	0
Asian		0	0	0	0
Black or African American		0	0	0	3
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		0	1	0	16
Two or more races		0	0	0	0
Race and ethnicity unknown		0	1	0	2
Total men		0	2	0	26

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien		0	0	0	3
Hispanic/Latino		0	0	0	1
American Indian or Alaska Native		0	0	0	0
Asian		0	0	0	0
Black or African American		0	0	0	5
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		0	0	0	3
Two or more races		0	0	0	0
Race and ethnicity unknown		0	0	0	5
Total women		0	0	0	17

Total (men+women)		0	2	0	43
Total from prior year					52

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

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	1	0	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	2	2	3	4	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	28	0
Total men	3	2	3	33	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	5	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	1	0
Black or African American	0	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	1	0	3	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	1	0	22	0
Total women	0	4	0	31	0
Total (men+women)	3	6	3	64	0
Total from prior year	1	4	3	10	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	0	0	0	2
Hispanic/Latino	0	0	1	0	0	18
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	9
Black or African American	1	0	0	0	0	29
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	0	0	0	223
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	2	0	3	0	0	93
Total men	3	0	4	0	0	377

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	1	0	0	13
Hispanic/Latino	1	0	0	0	0	9
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	12
Black or African American	0	0	1	0	0	17
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	0	0	4	0	0	122
Two or more races	0	0	0	0	0	1
Race and ethnicity unknown	0	0	2	0	0	79

Total women	1	0	8	0	0	254
Total (men+women)	4	0	12	0	0	631
Total from prior year	2		5			457

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

Number of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status				Without Faculty Status	Total
	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	182	308	4	0	0	494
? Exclusively credit	182	308	4	0	0	494
? Exclusively not-for-credit	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0
Research staff	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0
25-4010 Librarians	0	0	0	0	2	2
25-4020 Library Technicians	0	0	0	0	0	0
25-4030	0	1	4	0	38	43
? Student and Academic Affairs and Other Education Services Occupations	0	1	4	0	38	43
25-2000 + 25-3000 + 25-9000 Management Occupations	0	1	0	0	2	3
11-0000	0	0	0	0	6	6
Business and Financial Operations Occupations	0	0	0	0	6	6
13-0000	0	0	0	0	3	3
Computer, Engineering, and Science Occupations	0	0	0	0	3	3
15-0000 + 17-0000 + 19-0000	0	0	0	0	64	64
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	64	64
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0
29-0000	0	0	0	0	0	0
Total	182	↓ 310	8	0	↓ 115	↓ 615
Total from prior year		201	6		61	450

Part F - Part-time Summary

Summary of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status				Without Faculty Status	Total
	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	182	308	4	0	0	494
Exclusively credit	182	308	4	0	0	494
Exclusively not-for-credit	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0
Research staff	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0
Librarians 25-4020	0	0	0	0	2	2
Library Technicians 25-4030	0	0	0	0	0	0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	1	4	0	38	43
Management Occupations 11-0000	0	1	0	0	2	3
Business and Financial Operations Occupations 13-0000	0	0	0	0	6	6
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	3	3
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	64	64
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000						4
Sales and Related Occupations 41-0000						0
Office and Administrative Support Occupations 43-0000						12
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						631

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, 2015 - October 31, 2016)

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

Men

Race/ethnicity	With Faculty Status				Without Faculty Status	Total
	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	1	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	0	0	0	1
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	1	0	0	0	1
Total men	2	1	0	0	0	3

Women

Race/ethnicity	With Faculty Status				Without Faculty Status	Total
	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	0	0	0	1
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	0	1	0	0	0	1
Total women	1	1	0	0	0	2
Total (men+women)	3	2	0	0	0	5

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

Number of Newly Hired Full-time Staff

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

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

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	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	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	0	0	5
Two or more races	0	0	0	0
Race and ethnicity unknown	1	0	0	1
Total men	3	0	0	6

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	2
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	1	0	0	3
Two or more races	0	0	0	0
Race and ethnicity unknown	1	0	0	1
Total women	2	0	0	6
Total (men+women)	5	0	0	12

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

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	1	0	0	0	0
Hispanic/Latino	1	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	1	1	0
Black or African American	0	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	4	3	4	5	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	1	1	0	1	0
Total men	7	4	6	7	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	1	0	0
Hispanic/Latino	1	0	1	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	1	0	0	0	0
Black or African American	1	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	8	8	4	10	0
Two or more races	0	1	0	0	0
Race and ethnicity unknown	1	0	0	1	0
Total women	12	9	6	12	0

Total (men+women)	19	13	12	19	0
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien	0	0	1	0	0	2
Hispanic/Latino	0	0	1	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	1	0	0	3
Black or African American	1	0	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	7	0	4	0	0	33
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	3	0	0	0	0	8
Total men	11	0	7	0	0	51

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien	0	0	0	0	0	1
Hispanic/Latino	0	0	1	0	0	6
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	2	0	0	3
Black or African American	1	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	2	0	9	0	0	45
Two or more races	0	0	0	0	0	1
	0	0	1	0	0	5

Race and ethnicity unknown							
Total women	3	0	13	0	0	63	
Total (men+women)	14	0	20	0	0	114	

Human Resources Survey Evaluation

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

Prepared by

This survey component was prepared by:

<input type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input checked="" type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input type="radio"/> Other

Name: Mark Martino
Email: mmartino@berklee.edu

How long did it take to prepare this survey component?	7 hours	minutes
--	---------	---------

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

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

Thank you for your assistance.

Summary**Human Resources Component Summary**

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

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,012	631	1,222
Instructional Staff	348	494	513
Primary Instruction	348	494	513
Exclusively credit	348	494	513
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	63	45	78
Librarians, Curators, and Archivists SOC 25-4000	12	2	13
Archivists, Curators, and Museum Technicians SOC 25-4010	1	0	1
Librarians SOC 25-4020	10	2	11
Library Technicians SOC 25-4030	1	0	1
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	51	43	65
Management Occupations SOC 11-0000	193	3	194
Business and Financial Operations Occupations SOC 13-0000	89	6	91
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	89	3	90
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	103	64	124
Healthcare Practitioners and Technical Occupations SOC 29-0000	0	0	0
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	35	4	36
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	86	12	90
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	6	0	6

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

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

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2016-17**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	2			346	348	3,138	\$28,710,887	\$9,149
Professor				145	145	1,305	\$14,382,813	\$11,021
Associate professor				81	81	729	\$6,493,661	\$8,908
Assistant professor				28	28	252	\$1,996,525	\$7,923
Instructor								
Lecturer								
No academic rank	2			92	94	852	\$5,837,888	\$6,852

NOTE: The above data are based on the Salary Outlays part of the IPEDS HR component. The Weighted average monthly salaries of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank, then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank. Salaries of full-time instructional staff paid less than 9 months per year are not collected. Also, salaries of medical school staff are not collected. The weighted average monthly salaries may be included in the DFR.

Human Resources

Berklee College of Music (164748)

Source	Description	Severity	Resolved	Options
Screen: A1 - FT Instructional, Rank and Tenure - Annual Contract				
Upload File	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution. We are missing much of this data from former Conservatory employees and are actively gathering it.			
Screen: A1 - FT Instructional, Rank and Tenure - Indefinite duration Contract				
Upload File	This number is outside the expected range of between 163 and 337 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	All our faculty who are not on one year contracts are on fixed-length multiyear ones. We have no faculty on indefinite duration contracts. Difference from last year due to the changes in report format.			
Screen: A2 - FT Instructional, Function				
Upload File	The total number of full-time non-medical school Instructional staff (Primarily instruction + Instruction/research/public service staff) across all faculty statuses reported by function in Part A (348) is outside the expected range of between 166 and 342 based on the prior year value. Please correct your data or explain. (Error #1566)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution.			
Screen: A3 - FT Instructional Totals				
Perform Edits	The total number of full-time instructional staff (men + women) reported (348) is outside the expected range of between 166 and 342 based on the prior year value. Please correct your data and click Perform Edits on the Surveys page to update the calculations; or provide an explanation if these data are correct. (Error #1391)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution.			
Related Screens:	A3 - FT Instructional Totals			
Screen: B1 - FT Non-instructional, Occupation - 4				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution.			
Screen: D - PT Staff, Occupation - 1				
Upload File	This number is outside the expected range of between 285 and 475 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution.			
Screen: D - PT Staff, Occupation - 3				
Upload File	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution. The academic programs at the Conservatory bring with a different balance of staff.			
Screen: D - PT Staff, Occupation - 4				
Perform Edits	The percentage of part-time staff (men + women) reported across all occupational categories whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1358)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution. We are missing much of this data from former Conservatory employees and are actively gathering it.			
Related Screens:	D - PT Staff, Occupation - 4			
		Explanation	Yes	

Perform Edits	The total number of part-time staff (men + women) reported (631) is outside the expected range of between 343 and 571 based on the prior year value. Please correct your data or explain. (Error #1575)			
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution.			
Related Screens:	D - PT Staff, Occupation - 4			

Screen: E - PT Staff, Occupation and Contract Length - 1

Upload File	This number is outside the expected range of between 131 and 271 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution.			
Upload File	This number is outside the expected range of between 40 and 82 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution.			
Upload File	This number is outside the expected range of between 338 and 562 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution.			

Screen: H - New Hires Instructional, Contract Length

Upload File	The percent of these staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1302)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution. We are missing much of this data from former Conservatory employees and are actively gathering it.			
Perform Edits	The total number of new hires (5) was expected to be at least 94. Please correct your data or explain. (Error #1394)	Explanation	Yes	
Reason:	Berklee College of Music merged with the Boston Conservatory (former ID - 164933) effective June 1, 2016. This is the first instance of IPEDS reporting for the combined institution. We are missing much of this data from former Conservatory employees and are actively gathering it.			