

Institution: Washington State University (236939)
User ID: P2369391

Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

Data Reporting Reminders

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

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

Resources:

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

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

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

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

No

Yes

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

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

No Yes Are ALL of the instructional staff military personnel?

No Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

No Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

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

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	12				12
Hispanic/Latino	0	0	1				1
American Indian or Alaska Native	0	0	0				0
Asian	0	0	9				9
Black or African American	0	0	0				0
Native Hawaiian or Other Pacific Islander	0	0	0				0
White	0	2	16				18
Two or more races	0	0	2				2
Race and ethnicity unknown	1	3	65				69
Total men	1	5	105	0	0	0	111

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	1	13				14
Hispanic/Latino	0	0	5				5
American Indian or Alaska Native	0	0	0				0
Asian	0	0	6				6
Black or African American	0	0	0				0
Native Hawaiian or Other Pacific Islander	0	0	0				0
White	1	3	34				38
Two or more races	0	0	2				2
Race and ethnicity unknown	0	2	37				39
Total women	1	6	97	0	0	0	104

Total (men+women) 2 11 202 0 0 0 215

Total from prior year 233

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

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

As of November 1, 2019

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				1		4	5
Hispanic/Latino				0		4	4
American Indian or Alaska Native				0		0	0
Asian				0		1	1
Black or African American				0		1	1
Native Hawaiian or Other Pacific Islander				0		0	0
White				6		40	46
Two or more races				0		0	0
Race and ethnicity unknown				6		23	29
Total men	0	0	0	13	0	73	86

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				0		2	2
Hispanic/Latino				2		3	5
American Indian or Alaska Native				0		0	0
Asian				4		4	8
Black or African American				0		0	0
Native Hawaiian or Other Pacific Islander				0		0	0
White				13		57	70
Two or more races				0		0	0
Race and ethnicity unknown				7		12	19
Total women	0	0	0	26	0	78	104
Total (men+women)	0	0	0	39	0	151	190
Total from prior year							194

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				4		1	5
Hispanic/Latino				2		3	5
American Indian or Alaska Native				0		0	0
Asian				0		1	1
Black or African American				0		2	2
Native Hawaiian or Other Pacific Islander				0		0	0
White				28		38	66
Two or more races				0		1	1
Race and ethnicity unknown				22		13	35
Total men	0	0	0	56	0	59	115

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				2		2	4
Hispanic/Latino				4		4	8
American Indian or Alaska Native				0		1	1
Asian				2		4	6
Black or African American				0		2	2
Native Hawaiian or Other Pacific Islander				0		0	0
White				58		43	101
Two or more races				1		1	2
Race and ethnicity unknown				24		14	38
Total women	0	0	0	91	0	71	162

Total (men+women)	0	0	0	147	0	130	277
Total from prior year							270

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

Number of <u>Full-time Instructional Staff</u> With <u>Faculty Status</u> <u>Not on Tenure Track - Less-than-annual Contract</u>							
As of November 1, 2019							
<ul style="list-style-type: none"> •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 •Include both medical school and non-medical school staff 							
Men							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				2		0	2
Two or more races							0
Race and ethnicity unknown				0	0	3	3
Total men	0	0	0	2	0	3	5
Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				1		0	1
Hispanic/Latino				0		1	1
American Indian or Alaska Native							0
Asian							0
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				5		0	5
Two or more races							0
Race and ethnicity unknown				1	0	0	1
Total women	0	0	0	7	0	1	8
Total (men+women)	0	0	0	9	0	4	13
Total from prior year							25

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, 2019

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				0		2	2
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American				0		1	1
Native Hawaiian or Other Pacific Islander							0
White				1		4	5
Two or more races							0
Race and ethnicity unknown				0		5	5
Total men	0	0	0	1	0	12	13

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian				0		2	2
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White				0		1	1
Two or more races							0
Race and ethnicity unknown				0		2	2
Total women	0	0	0	0	0	5	5
Total (men+women)	0	0	0	1	0	17	18
Total from prior year							12

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

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

Men

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

Women

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
American Indian or Alaska Native	
Asian	
Black or African American	
Native Hawaiian or Other Pacific Islander	
White	
Two or more races	
Race and ethnicity unknown	
Total 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, 2019

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

•Report Non-medical school and Medical school staff separately, as indicated below

	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Non-medical school staff	602	202	182	263	12	13	0	1,274
Non-medical school staff from prior year	605	222	182	259	24	5		1,297
Primarily Instruction	0	0	182	263	12	13	0	470
Exclusively credit	0	0	182	258	12	13	0	465
Exclusively not-for-credit	0	0	0	5	0	0	0	5
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	602	202	0	0	0	0	0	804
Medical school staff	17	13	8	14	1	5	0	58
Medical school staff from prior year	14	11	12	11	1	7		56
Primarily Instruction	0	0	8	14	1	5	0	28
Exclusively credit	0	0	8	14	1	5	0	28
Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	17	13	0	0	0	0	0	30
Total carried forward from previous screens	619	215	190	277	13	18	0	1,332

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	25	22	47
Hispanic/Latino	23	26	49
American Indian or Alaska Native	3	2	5
Asian	78	37	115
Black or African American	9	4	13
Native Hawaiian or Other Pacific Islander	2	1	3
White	367	347	714
Two or more races	7	9	16
Race and ethnicity unknown	238	132	370
Total	752	580	1,332
Total from prior year			1,353

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

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

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

Men

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	25	85	0
Hispanic/Latino	23	2	1
American Indian or Alaska Native	3	0	0
Asian	78	11	1
Black or African American	9	1	1
Native Hawaiian or Other Pacific Islander	2	0	0
White	367	49	34
Two or more races	7	1	1
Race and ethnicity unknown	238	45	7
Total men	752	194	45

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	22	43	1
Hispanic/Latino	26	4	2
American Indian or Alaska Native	2	0	0
Asian	37	5	0
Black or African American	4	2	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	347	33	37
Two or more races	9	3	0
Race and ethnicity unknown	132	30	3
Total women	580	120	43

Total (men+women)	1,332	314	88
Total from prior year	1,353	294	62

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	1	2
American Indian or Alaska Native	0	0	0	0
Asian	0	0	1	3
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	14	4	29
Two or more races	0	1	0	0
Race and ethnicity unknown	1	2	3	12
Total men	1	17	9	46

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	1
Hispanic/Latino	0	0	1	12
American Indian or Alaska Native	0	1	0	3
Asian	0	1	2	6
Black or African American	0	0	1	5
Native Hawaiian or Other Pacific Islander	0	0	1	0
White	4	15	13	116
Two or more races	0	0	2	3
Race and ethnicity unknown	1	6	3	49
Total women	5	23	23	195
Total (men+women)	6	40	32	241
Total from prior year	5	39	34	243

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	1	8	3	2
Hispanic/Latino	10	10	20	16	2
American Indian or Alaska Native	2	2	4	4	0
Asian	7	6	21	4	0
Black or African American	3	1	8	8	0
Native Hawaiian or Other Pacific Islander	0	0	1	2	0
White	114	127	306	103	28
Two or more races	4	6	8	4	1
Race and ethnicity unknown	42	53	116	71	11
Total men	182	206	492	215	44

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	4	11	2	3
Hispanic/Latino	9	16	13	47	5
American Indian or Alaska Native	1	5	3	0	1
Asian	5	17	17	12	2
Black or African American	3	4	1	8	1
Native Hawaiian or Other Pacific Islander	1	1	0	0	0
White	108	404	165	206	74
Two or more races	3	13	9	7	2
Race and ethnicity unknown	25	82	58	68	44
Total women	155	546	277	350	132
Total (men+women)	337	752	769	565	176
Total from prior year	356	720	770	558	154

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

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	1	0	1	1	0	127
Hispanic/Latino	11	2	7	7	2	116
American Indian or Alaska Native	1	0	0	1	0	17
Asian	4	0	3	2	1	142
Black or African American	6	0	0	0	1	38
Native Hawaiian or Other Pacific Islander	1	0	0	0	0	6
White	133	0	53	108	26	1,495
Two or more races	5	0	3	2	1	44
Race and ethnicity unknown	129	0	18	100	23	871
Total men	291	2	85	221	54	2,856

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	2	0	0	0	0	89
Hispanic/Latino	15	0	23	0	0	173
American Indian or Alaska Native	1	0	3	0	0	20
Asian	3	1	10	0	0	118
Black or African American	1	0	3	0	0	33
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	4
White	86	2	276	11	5	1,902
Two or more races	5	0	9	1	0	66
	76	1	74	3	1	656

Race and ethnicity unknown							
Total women	189	4	398	15	6	3,061	
Total (men+women)	480	6	483	236	60	5,917	
Total from prior year	458	6	482	242	66	5,842	

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

Number of Full-time Non-instructional Staff

As of November 1, 2019

Non-medical school staff

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff	0	1	38	179	75	4	0	297
Public Service staff	43	7	2	4	7	25	0	88
Archivists, Curators, and Museum Technicians 25-4010	0	0	0	0	0	0	6	6
Librarians and Media Collections Specialists 25-4020	21	10	8	0	1	0	0	40
Library Technicians 25-4030		0	0	0	0	0	32	32
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	0	0	1	1	0	1	233	236
Management Occupations 11-0000	37	0	11	1	0	14	262	325
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	1	729	730
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	5	20	15	7	687	734
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	1	1	2	552	556
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	2	170	172
Total	101	18	65	206	99	56	2,671	3,216
Total from prior year	104	17	47	177	124	63	2,613	3,145

Medical school staff

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff	0		5	9	3	0	0	17
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		1	0	0	0	4	5

Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000									
Management Occupations 11-0000	2		1	0	0	6	3	12	
Business and Financial Operations Occupations 13-0000	0		0	0	0	0	22	22	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0		0	3	0	0	32	35	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0		0	0	0	0	9	9	
Healthcare Practitioners and Technical Occupations 29-0000	0		0	0	0	0	4	4	
Total	2	0	7	12	3	6	74	104	
Total from prior year	2	0	9	9	4	6	60	90	

Part B2 - Full-time Non-instructional Staff by Medical School Status

Number of Full-time Non-instructional Staff

As of November 1, 2019

Occupational category	Total (carried forward from Part B1)	Non-medical school staff	Medical school staff
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	480	480	
<u>Sales and Related Occupations</u> 41-0000	6	6	
<u>Office and Administrative Support Occupations</u> 43-0000	483	457	26
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	236	236	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	60	60	
Total		1,239	26
Total from prior year		1,231	23

Part G1 - Salaries Worksheet

Number of Full-time Non-medical School Instructional Staff

For Calculation of Total Number of Months

Annual Salary, 2019-20

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

Gender and academic rank	Months worked					Total staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	73	0	1	167		241	241
Associate professors	34	0	2	138		174	174
Assistant professors	22	0	0	78		100	100
Instructors	6	0	1	63	2	72	70
Lecturers						0	0
No academic rank	40	0	5	89	2	136	134
Total men	175	0	9	535	4	723	719
Women							
Professors	25	0	1	63		89	89
Associate professors	19	0	3	88		110	110
Assistant professors	15	0	0	75		90	90
Instructors	12	1	1	102	7	123	116
Lecturers						0	0
No academic rank	52	0	1	85	1	139	138
Total women	123	1	6	413	8	551	543
Total (men+women)	298	1	15	948	12	1,274	1,262
Total (men+women) full-time non-medical school instructional staff from Part A						1,274	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Non-medical School Instructional Staff

Annual Salary Outlays, 2019-20

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


Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	241	13,607,735		159,816	21,210,016	31,559,652	
Associate professors	174	4,424,662		199,185	12,543,679	16,041,442	
Assistant professors	100	2,358,812			7,207,817	8,976,926	
Instructors	70	496,846		52,848	3,187,460	3,607,658	
Lecturers	0					0	
No academic rank	134	4,607,189		473,490	6,548,338	10,429,871	
Total men	719	25,495,244	0	885,339	50,697,310	70,615,548	
Women							
Professors	89	3,910,923		185,783	7,295,250	10,395,647	
Associate professors	110	2,299,850		265,808	7,369,194	9,333,309	
Assistant professors	90	1,620,705			6,502,545	7,718,074	
Instructors	116	801,625	42,080	45,377	4,809,145	5,485,624	
Lecturers	0					0	
No academic rank	138	5,706,312		61,206	5,500,419	9,835,238	
Total women	543	14,339,415	42,080	558,174	31,476,553	42,767,892	
Total (men + women)	1,262	39,834,659	42,080	1,443,513	82,173,863	113,383,440	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank

for Full-time Non-medical School Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				
		12 months	11 months	10 months	9 months	 Equated 9 months
Men						
Professors	241	186,407		159,816	127,006	130,953
Associate professors	174	130,137		99,593	90,896	92,192
Assistant professors	100	107,219			92,408	89,769
Instructors	70	82,808		52,848	50,595	51,538
Lecturers	0					
No academic rank	134	115,180		94,698	73,577	77,835
Total men	719	145,687		98,371	94,761	98,214
Women						
Professors	89	156,437		185,783	115,798	116,805
Associate professors	110	121,045		88,603	83,741	84,848
Assistant professors	90	108,047			86,701	85,756
Instructors	116	66,802	42,080	45,377	47,148	47,290
Lecturers	0					
No academic rank	138	109,737		61,206	64,711	71,270
Total women	543	116,581	42,080	93,029	76,214	78,762
Total (men+women)	1,262	133,673	42,080	96,234	86,681	89,844

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-medical School Non-instructional Staff

Annual Salary Outlays, 2019-20

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	297	16,672,961
Public Service staff	88	6,910,866
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	314	16,799,675
Management Occupations 11-0000	325	41,412,864
Business and Financial Operations Occupations 13-0000	730	46,683,498
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	734	48,098,038
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	556	38,351,277
Healthcare Practitioners and Technical Occupations 29-0000	172	9,824,755
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	480	18,617,675
Sales and Related Occupations 41-0000	6	199,530
Office and Administrative Support Occupations 43-0000	457	19,642,390
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	236	12,542,868
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	60	2,966,231

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both medical school and non-medical school staff

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	9	5	0
Hispanic/Latino	5	1	0
American Indian or Alaska Native	2	0	0
Asian	8	1	0
Black or African American	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	117	7	2
Two or more races	1	0	0
Race and ethnicity unknown	113	8	0
Total men	257	22	2

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	4	4	0
Hispanic/Latino	6	0	0
American Indian or Alaska Native	0	0	0
Asian	12	0	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	125	4	3
Two or more races	3	0	0
Race and ethnicity unknown	106	4	0
Total women	256	12	3

Total (men+women)	513	34	5
Total from prior year	451	39	3

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	1	1
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	1	1
White	0	0	3	4	7
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	1	1
Total men	0	0	3	7	10

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien	0	0	0	0	0
Hispanic/Latino		0	0	2	2
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	1	0	1
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	0	2	19	21
Two or more races	0	0	0	1	1
Race and ethnicity unknown	0	0	0	16	16
Total women	0	0	3	38	41

Total (men+women)	0	0	6	45	51
Total from prior year			6	46	52

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both medical school and non-medical school staff

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	1	1	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	1	0	0	0	0
Black or African American	0	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	2	3	15	1	1
Two or more races	0	0	0	0	0
Race and ethnicity unknown	3	1	7	4	0
Total men	6	5	24	5	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	0	2	1	1	1
American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	1	0	0
Black or African American	0	0	1	0	0
Native Hawaiian or Other Pacific Islander	0	1	0	0	0
White	2	18	28	13	9
Two or more races	0	1	1	0	0
Race and ethnicity unknown	0	6	6	7	2
Total women	2	29	38	21	12

Total (men+women)	8	34	62	26	13
Total from prior year	9	36	64	35	8

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

•Include both medical school and non-medical school staff

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	14
Hispanic/Latino	0	0	0	0	0	8
American Indian or Alaska Native	0	0	0	0	0	2
Asian	0	0	0	0	0	11
Black or African American	0	0	0	0	0	3
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	1	0	0	0	1	157
Two or more races		0	0	0	0	1
Race and ethnicity unknown	0	0	1	1	1	139
Total men	1	0	1	2	0	336

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	0	0	0	8
Hispanic/Latino	0	0	3	0	0	16
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	0	0	15
Black or African American	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	2	0	25	1	0	251
Two or more races	0	0	0	0	0	6
Race and ethnicity unknown	2	0	8	0	0	157

Total women	4	0	36	1	0	455
Total (men+women)	5	0	37	3	0	791
Total from prior year	8		40	4		749

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Teaching</u> 25-9044	<u>Research</u>	<u>Other</u> 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
<u>Nonresident alien</u>	167	203	14	384
<u>Hispanic/Latino</u>	25	27	4	56
<u>American Indian or Alaska Native</u>	1	2	0	3
<u>Asian</u>	13	7	1	21
<u>Black or African American</u>	6	3	0	9
<u>Native Hawaiian or Other Pacific Islander</u>	1	0	0	1
<u>White</u>	216	153	21	390
<u>Two or more races</u>	9	8	2	19
<u>Race and ethnicity unknown</u>	16	14	0	30
Total men	454	417	42	913

Women

Race/ethnicity	<u>Teaching</u> 25-9044	<u>Research</u>	<u>Other</u> 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
<u>Nonresident alien</u>	132	118	14	264
<u>Hispanic/Latino</u>	35	31	1	67
<u>American Indian or Alaska Native</u>	1	2	0	3
<u>Asian</u>	15	8	1	24
<u>Black or African American</u>	1	1	2	4
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0	0
<u>White</u>	212	151	15	378
<u>Two or more races</u>	13	8	3	24
<u>Race and ethnicity unknown</u>	14	9	1	24
Total women	423	328	37	788
Total (men+women)	877	745	79	1,701
Total from prior year	859	748	70	1,677

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

Number of Part-time Staff

As of November 1, 2019

Non-medical school staff

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	20	106	258	2	0	386
? Exclusively credit	0	0	20	106	258	2	0	386
? Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	58	15	0	0	0	0	0	73
Research staff	0	0	2	12	18	0	0	32
Public Service staff	2	0	0	0	3	0	0	5
Archivists, Curators, and Museum Technicians								0
25-4010 Librarians and Media Collections Specialists								0
25-4020 Library Technicians	0	0	0	0	0	0	6	6
? 25-4030 Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	0	44	44
25-2000 + 25-3000 + 25-9000 Management Occupations	1	0	1	0	0	0	3	5
11-0000 Business and Financial Operations Occupations	1	0	0	0	0	0	31	32
13-0000 Computer, Engineering, and Science Occupations	0	0	1	4	12	2	41	60
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	1	0	1	24	26
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	3	10	13
29-0000								
Total	62	15	24	123	291	8	159	682
Total from prior year	65	12	25	117	248	9	165	641

Medical school staff

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	0	0	10	35	4	4	0	53
Exclusively credit	0	0	10	35	4	4	0	53
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
Instruction/research/public service staff	1	0	0	0	0	0	0	1

Research staff	0	0	0	1	1	0	0	2
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	0	0	0	0	0	0	1	1
Management Occupations 11-0000	0	0	0	1	1	0	1	3
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	0	2	2
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	0	0	0	2	2
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
Total	1	0	10	37	6	4	6	64
Total from prior year	1	0	7	28	11	4	5	56

Part E - Part-time Staff by Medical School Status

Number of Part-time Staff

As of November 1, 2019

Occupational category	Total (carried forward from Part D)	Non-medical school staff	Medical school staff
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	5	5	
<u>Sales and Related Occupations</u> 41-0000	0		
<u>Office and Administrative Support Occupations</u> 43-0000	37	36	1
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	3	3	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	0		
Total		44	1
PY Total		51	1
Graduate Assistants			
<u>Teaching</u> 25-9044	877	870	7
<u>Research</u>	745	732	13
<u>Other</u> 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	79	79	
Total	1,701	1,681	20
PY Graduate Assistants		1,666	11

17-0000, 19-0000, 21-0000,
23-0000, 27-0000, 25-4000,
25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

Total

2,407

25-2000, 25-3000, 25-9000, 29-0000		
Total		85

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

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

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

Men

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	1	1						2
Hispanic/Latino								0
American Indian or Alaska Native								0
Asian	0	1						1
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White	0	1						1
Two or more races								0
Race and ethnicity unknown	1	9					1	11
Total men	2	12	0	0	0	0	1	15

Women

Race/ethnicity	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	6						6
Hispanic/Latino	0	1						1
American Indian or Alaska Native								0
Asian								0
Black or African American								0
Native Hawaiian or Other Pacific Islander								0
White	1	2						3
Two or more races								0
Race and ethnicity unknown	1	5					1	7
Total women	2	14	0	0	0	0	1	17

Total (men+women) 4 26 0 0 0 0 2 0 32

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

Number of Newly Hired Full-time Staff

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

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both medical school and non-medical school staff

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	2			
Hispanic/Latino	0			1
American Indian or Alaska Native	0			
Asian	1			
Black or African American	0		1	
Native Hawaiian or Other Pacific Islander	0			
White	1		1	4
Two or more races	0			
Race and ethnicity unknown	11			3
Total men	15	0	2	8

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	6			1
Hispanic/Latino	1			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	0			
Native Hawaiian or Other Pacific Islander	0			
White	3		2	15
Two or more races	0			1
Race and ethnicity unknown	7			8
Total women	17	0	2	25
Total (men+women)	32	0	4	33

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

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien			2		
Hispanic/Latino	1	3	3	3	0
American Indian or Alaska Native					
Asian	0	2	0	0	0
Black or African American	1	1	1	0	0
Native Hawaiian or Other Pacific Islander					
White	6	18	20	5	2
Two or more races	2	1	0	0	1
Race and ethnicity unknown	5	15	12	7	3
Total men	15	40	38	15	6

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	2	1	0	0
Hispanic/Latino	0	2	2	5	1
American Indian or Alaska Native	0	0	1	0	0
Asian	1	4	0	0	0
Black or African American	0	2	0	0	0
Native Hawaiian or Other Pacific Islander					
White	10	31	9	16	14
Two or more races	0	2	1	0	0
Race and ethnicity unknown	4	23	8	13	12
Total women	15	66	22	34	27

Total (men+women)	30	106	60	49	33
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
- Include both medical school and non-medical school staff

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				1	0	5
Hispanic/Latino	1		3		1	16
American Indian or Alaska Native	0					0
Asian	1					4
Black or African American	3		0		0	8
Native Hawaiian or Other Pacific Islander	0					0
White	12		14		2	85
Two or more races	0		1		0	5
Race and ethnicity unknown	33		7		8	108
Total men	50	0	26	11	5	231

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	10
Hispanic/Latino	3		12		0	26
American Indian or Alaska Native	0		1		0	2
Asian	0		2		0	7
Black or African American	2		1		0	5
Native Hawaiian or Other Pacific Islander	0					0
White	18		42		3	164
Two or more races	2		6		0	12
	18		30		1	124

Race and ethnicity unknown							
Total women	43	0	94	4	1	350	
Total (men+women)	93	0	120	15	6	581	

Human Resources Survey Evaluation

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

New hires not in the snapshot are often difficult to identify categorize.
Contract length for many staff is difficult to categorize since it is not stored in our administrative system. Also, since many of our job titles cover staff with a variety of duties (e.g. directors), they are difficult to categorize.

Prepared by

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

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

Thank you for your assistance.

This survey component was prepared by:

<input type="radio"/> Keyholder	<input type="radio"/> SFA Contact	<input type="radio"/> HR Contact
<input type="radio"/> Finance Contact	<input type="radio"/> Academic Library Contact	<input checked="" type="radio"/> Other
Name: Coleen McCracken		
Email: cmccracken@wsu.edu		

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

2.00	Number of Staff (including yourself)
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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	9.00hours	16.00hours	3.00hours	1.00hours
Other offices	15.00hours	15.00hours	hours	hours

Summary**Human Resources Component Summary**

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

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	5,917	791	6,181
Instructional Staff	1,332	513	1,503
Primary Instruction	498	439	644
Exclusively credit	493	439	639
Exclusively not-for-credit	5	0	5
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	834	74	859
Research Staff	314	34	325
Public Service Staff	88	5	90
Library and Student and Academic Affairs and Other Education Services Occupations SOC	319	51	336
Librarians, Curators, and Archivists SOC 25-4000	78	6	80
Archivists, Curators, and Museum Technicians SOC 25-4010	6	0	6
Librarians SOC 25-4020	40	0	40
Library Technicians SOC 25-4030	32	6	34
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	241	45	256
Management Occupations SOC 11-0000	337	8	340
Business and Financial Operations Occupations SOC 13-0000	752	34	763
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	769	62	790
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	565	26	574
Healthcare Practitioners and Technical Occupations SOC 29-0000	176	13	180
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	480	5	482
Sales and Related Occupations SOC 41-0000	6		6
Office and Administrative Support Occupations SOC 43-0000	483	37	495
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	236	3	237

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	60	60
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

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

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	298	1	15	948	1,262	12,269	\$123,494,115	\$10,066
Professor	98		2	230	330	3,266	\$46,369,523	\$14,198
Associate professor	53		5	226	284	2,720	\$27,102,378	\$9,964
Assistant professor	37			153	190	1,821	\$17,689,879	\$9,714
Instructor	18	1	2	165	186	1,732	\$9,435,381	\$5,448
Lecturer								
No academic rank	92		6	174	272	2,730	\$22,896,954	\$8,387

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

Washington State University (236939)

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	The number of newly hired, full-time Black or African American women in Service Occupations reported in Part H (2) exceeds the total number of these staff reported in Part B (1). Please correct your data. (Error #1207)	Fatal	Yes	
Reason:	Overridden by administrator. Person was no longer on payroll as of 11/1. -SS			
Related Screens:	B1 - FT Non-instructional, Occupation - 4, H - New Hires, Occupation - 3			
Screen: A1 - FT Instructional, Rank and Tenure - Tenured				
Screen Entry	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:	WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.			
Screen: A1 - FT Instructional, Rank and Tenure - On Tenure Track				
Screen Entry	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:	WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.			
Screen: A1 - FT Instructional, Rank and Tenure - Multi-Year Contract				
Screen Entry	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:	WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.			
Screen: A1 - FT Instructional, Rank and Tenure - Annual Contract				
Screen Entry	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:	WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.			
Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract				
Screen Entry	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:	WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.			
Screen: A1 - FT Instructional, Rank and Tenure - Indefinite duration contract				
Screen Entry	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:	WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.			
Screen: B1 - FT Non-instructional, Occupation - 1				
Screen Entry	This number is outside the expected range of between 41 and 83 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	There were some changes in the categorization of some staff to the Public Service category.			
Screen: B1 - FT Non-instructional, Occupation - 4				
Perform Edits	The percentage of full-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 #1356)	Explanation	Yes	
Reason:				

WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.

Related Screens: B1 - FT Non-instructional, Occupation - 4

Screen: B2 - FT Non-instructional, Occupation and Tenure - 1

Screen Entry	This number is outside the expected range of between 31 and 63 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
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Reason: More non tenure-track faculty have multi-year contracts than in the past.

Screen: G2 - Salary Outlays, Instructional Staff

Perform Edits	You reported full-time women (10 months) Professor earning \$185,783 in total outlays. This equates to \$18,578.30 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)	Explanation	Yes	
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Reason: The salary was estimated and categorized from 2 appointments with the weighted average term is about 10.5.

Related Screens: Part G2 - Salary Outlays for Instructional 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	
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Reason: WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.

Related Screens: D - PT Staff, Occupation - 4

Screen: H - New Hires Instructional, Tenure

Screen Entry	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	
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Reason: WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.

Screen: H - New Hires, Occupation - 3

Perform Edits	The percentage of new hires (men + women) reported across all occupational categories whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error #1360)	Explanation	Yes	
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Reason: WSU has a large number of employees not reporting their race/ethnicity information. While WSU has implemented revised data collection procedures that has resulted in an increased number of employees reporting their demographic information, many still choose not to report it.

Related Screens: H - New Hires, Occupation - 3