

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.

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)?

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 - 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
- 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	0	7	7
Hispanic/Latino				0	0	6	6
American Indian or Alaska Native				0	0	0	0
Asian				0	0	4	4
Black or African American				0	0	0	0
Native Hawaiian or Other Pacific Islander				0	0	0	0
White				12	0	64	76
Two or more races				1	0	0	1
Race and ethnicity unknown				2	0	26	28
Total men	0	0	0	15	0	107	122

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				0	0	4	4
Hispanic/Latino				1	0	6	7
American Indian or Alaska Native				0	0	1	1
Asian				1	0	5	6
Black or African American				0	0	0	0
Native Hawaiian or Other Pacific Islander				0	0	0	0
White				12	1	78	91
Two or more races				0	0	0	0
Race and ethnicity unknown				6	0	22	28
Total women	0	0	0	20	1	116	137
Total (men+women)	0	0	0	35	1	223	259

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
- 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				3	0	5	8
Hispanic/Latino				4	0	1	5
American Indian or Alaska Native				0	0	0	0
Asian				1	0	0	1
Black or African American				0	0	1	1
Native Hawaiian or Other Pacific Islander				0	0	0	0
White				16	1	20	37
Two or more races				0	0	0	0
Race and ethnicity unknown				13	0	8	21
Total men	0	0	0	37	1	35	73
Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				4	0	4	8
Hispanic/Latino				6	0	1	7
American Indian or Alaska Native				0	0	1	1
Asian				4	0	4	8
Black or African American				1	0	0	1
Native Hawaiian or Other Pacific Islander				0	0	0	0
White				49	0	18	67
Two or more races				0	0	1	1
Race and ethnicity unknown				15	1	11	27
Total women	0	0	0	79	1	40	120
Total (men+women)	0	0	0	116	2	75	193
Total from prior year							176

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, 2016							
<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	0	0	0
Hispanic/Latino				0	0	0	0
American Indian or Alaska Native				0	0	0	0
Asian				0	0	0	0
Black or African American				0	0	0	0
Native Hawaiian or Other Pacific Islander				0	0	0	0
White				5	0	0	5
Two or more races				0	0	0	0
Race and ethnicity unknown				3	0	0	3
Total men	0	0	0	8	0	0	8
Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				1	0	0	1
Hispanic/Latino				0	0	0	0
American Indian or Alaska Native				0	0	0	0
Asian				1	0	0	1
Black or African American				1	0	0	1
Native Hawaiian or Other Pacific Islander				0	0	0	0
White				9	0	0	9
Two or more races				1	0	0	1
Race and ethnicity unknown				3	1	0	4
Total women	0	0	0	16	1	0	17
Total (men+women)	0	0	0	24	1	0	25
Total from prior year							27

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

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				0	0	0	0
Hispanic/Latino				0	0	1	1
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	1
Two or more races				0	0	0	0
Race and ethnicity unknown				0	0	1	1
Total women	0	0	0	1	0	2	3
Total (men+women)	0	0	0	1	0	4	5

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
- Include both medical school and non-medical school staff

Men

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

Women

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

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2016

•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)		
<u>Non-medical school staff</u>	639	247	259	193	25	5	0	1,368
Non-medical school staff from prior year	665	247		176	27			1,382
Primarily Instruction	0	0	259	193	25	5	0	482
Exclusively credit			259	179	24	5		467
Exclusively not-for-credit			0	14	1	0		15
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>	639	247						886
<u>Medical school staff</u>	0	0	0	0	0	0	0	0
Medical school staff from prior year								
Primarily Instruction	0	0	0	0	0	0	0	0
Exclusively credit								0
Exclusively not-for-credit								0
Combined credit/not-for-credit								0
<u>Instruction/research/public service staff</u>								0
Total carried forward from previous screens	639	247	259	193	25	5	0	1,368

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	36	27	63
Hispanic/Latino	24	24	48
American Indian or Alaska Native	2	3	5
Asian	87	38	125
Black or African American	8	4	12
Native Hawaiian or Other Pacific Islander	2	1	3
White	422	366	788
Two or more races	5	9	14
Race and ethnicity unknown	192	118	310
Total	778	590	1,368
Total from prior year			1,382

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

•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	36	84	1
Hispanic/Latino	24	2	1
American Indian or Alaska Native	2	0	0
Asian	87	11	1
Black or African American	8	1	0
Native Hawaiian or Other Pacific Islander	2	0	0
White	422	40	29
Two or more races	5	1	1
Race and ethnicity unknown	192	48	5
Total men	778	187	38

Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	27	46	1
Hispanic/Latino	24	3	1
American Indian or Alaska Native	3	0	0
Asian	38	9	0
Black or African American	4	1	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	366	21	35
Two or more races	9	0	0
Race and ethnicity unknown	118	34	5
Total women	590	114	42

Total (men+women)	1,368	301	80
Total from prior year	1,382	302	64

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

•Include both medical school and non-medical school staff

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	1	0
Hispanic/Latino		0	0	1
American Indian or Alaska Native		0	0	0
Asian		0	1	1
Black or African American		0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0
White	1	8	6	44
Two or more races	0	1	0	0
Race and ethnicity unknown	1	3	1	13
Total men	2	14	9	67

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	0	1
American Indian or Alaska Native		0	0	0
Asian		0	1	2
Black or African American		0	0	1
Native Hawaiian or Other Pacific Islander		0	0	1
White	3	19	16	161
Two or more races	0	0	2	4
Race and ethnicity unknown	0	4	1	48
Total women	3	24	24	244
Total (men+women)	5	38	33	311
Total from prior year	7	39	33	276

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

•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	13	6	0
Hispanic/Latino	11	9	25	12	2
American Indian or Alaska Native	2	2	2	1	0
Asian	10	4	21	1	0
Black or African American	2	8	6	4	0
Native Hawaiian or Other Pacific Islander	0	0	1	3	0
White	156	134	362	117	41
Two or more races	3	5	8	1	0
Race and ethnicity unknown	37	31	90	48	11
Total men	221	193	528	193	54

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	5	1	5
Hispanic/Latino	7	18	13	25	6
American Indian or Alaska Native	2	5	2	2	2
Asian	5	12	21	11	1
Black or African American	1	1	2	6	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
White	130	426	185	163	76
Two or more races	3	11	7	7	1
Race and ethnicity unknown	25	56	49	35	31
Total women	174	529	284	250	122
Total (men+women)	395	722	812	443	176
Total from prior year	388	694	802	466	175

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

•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	0	0	0	142
Hispanic/Latino	14	1	4	8	4	122
American Indian or Alaska Native	3	0	1	5	0	21
Asian	3	0	2	2	2	148
Black or African American	4	0	1	0	0	35
Native Hawaiian or Other Pacific Islander	1	0	0	0	0	7
White	165	2	52	150	37	1,766
Two or more races	4	0	1	1	0	31
Race and ethnicity unknown	75	1	11	81	8	656
Total men	270	4	72	247	51	2,928

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	85
Hispanic/Latino	10	0	26	0	0	151
American Indian or Alaska Native	1	0	2	0	0	22
Asian	6	1	10	0	0	126
Black or African American	0	0	8	0	0	26
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	3
White	87	4	316	12	10	2,030
Two or more races	7	0	11	1	0	63
	47	0	64	3	1	521

Race and ethnicity unknown							
Total women	158	5	437	16	11	3,027	
Total (men+women)	428	9	509	263	62	5,955	
Total from prior year	427	9	501	265	64	5,894	

11-0000									0
Business and Financial Operations Occupations									0
13-0000									0
Computer, Engineering, and Science Occupations									0
15-0000 + 17-0000 + 19-0000									0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations									0
21-0000 + 23-0000 + 27-0000									0
Healthcare Practitioners and Technical Occupations									0
29-0000									0
Total	0	0	0	0	0	0	0	0	0
Total from prior year	0	0		0		0		0	0

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

Number of Full-time Non-instructional Staff

As of November 1, 2016

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	428	428	
<u>Sales and Related Occupations</u> 41-0000	9	9	
<u>Office and Administrative Support Occupations</u> 43-0000	509	509	
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	263	263	
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	62	62	
Total		1,271	
Total from prior year		1,266	0

Part G - Salaries Worksheet

Number of Full-time Non-medical School 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, 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	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors	72	0	3	174		249	249	2,460
Associate professors	49	0	1	138		188	188	1,840
Assistant professors	23	0	0	113		136	136	1,293
Instructors	6	0	1	45	8	60	52	487
Lecturers	0	0	0	1		1	1	9
No academic rank	43	0	5	96		144	144	1,430
Total men	193	0	10	567	8	778	770	7,519
Women								
Professors	27	0	0	64		91	91	900
Associate professors	22	0	1	100		123	123	1,174
Assistant professors	14	0	2	83		99	99	935
Instructors	16	1	3	80	16	116	100	953
Lecturers	0	0	0	2	1	3	2	18
No academic rank	61	0	2	95		158	158	1,607
Total women	140	1	8	424	17	590	573	5,587
Total (men + women)	333	1	18	991	25	1,368	1,343	13,106
Total (men+women) full-time non-medical school instructional staff from Part A						1,368		

Part G - Salary Outlays for Instructional Staff

Salary Outlays

for Full-time Non-medical School Instructional Staff

Annual Salary Outlays, 2016-17

•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

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	249	2,460	12,781,857		375,188	21,639,647	14,145
Associate professors	188	1,840	5,823,539		111,781	12,166,259	9,838
Assistant professors	136	1,293	2,617,162			9,889,081	9,672
Instructors	52	487	492,218		51,807	2,300,319	5,841
Lecturers	1	9				36,000	4,000
No academic rank	144	1,430	4,847,419		377,312	7,055,508	8,588
Total men	770	7,519	26,562,195	0	916,088	53,086,814	10,715
Women							
Professors	91	900	3,940,105			7,347,023	12,541
Associate professors	123	1,174	2,764,491		84,648	8,077,106	9,307
Assistant professors	99	935	1,429,003		170,353	6,638,802	8,811
Instructors	100	953	1,045,405	71,550	131,825	3,800,283	5,298
Lecturers	2	18				136,047	7,558
No academic rank	158	1,607	6,253,821		158,572	5,910,546	7,668
Total women	573	5,587	15,432,825	71,550	545,398	31,909,807	8,584
Total (men + women)	1,343	13,106	41,995,020	71,550	1,461,486	84,996,621	9,807

Part G - Average Salary by academic rank

**Average Salary by academic rank
 for Full-time Non-medical School 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	177,526		125,063	124,366	126,762
Associate professors	118,848		111,781	88,161	88,481
Assistant professors	113,790			87,514	87,147
Instructors	82,036		51,807	51,118	52,233
Lecturers				36,000	36,000
No academic rank	112,731		75,462	73,495	76,602
Total men	137,628		91,609	93,628	95,887
Women					
Professors	145,930			114,797	113,210
Associate professors	125,659		84,648	80,771	83,144
Assistant professors	102,072		85,177	79,986	79,433
Instructors	65,338	71,550	43,942	47,504	47,615
Lecturers				68,024	68,024
No academic rank	102,522		79,286	62,216	67,998
Total women	110,234	71,550	68,175	75,259	76,848
Total (men + women)	126,111	71,550	81,194	85,769	87,764

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays

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

Annual Salary Outlays, 2016-17

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	301	15,913,815
Public Service staff	80	5,780,439
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	387	19,643,376
Management Occupations 11-0000	395	45,869,938
Business and Financial Operations Occupations 13-0000	722	43,374,226
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	812	48,501,264
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	443	29,592,364
Healthcare Practitioners and Technical Occupations 29-0000	176	8,437,042
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	428	14,126,719
Sales and Related Occupations 41-0000	9	313,207
Office and Administrative Support Occupations 43-0000	509	19,739,369
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	263	12,783,414
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	62	2,681,350

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
- Include both medical school and non-medical school staff

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	7	3	0
Hispanic/Latino	3	0	0
American Indian or Alaska Native	2	0	0
Asian	8	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	135	11	1
Two or more races	1	0	0
Race and ethnicity unknown	101	10	1
Total men	258	24	2

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	4	4	0
Hispanic/Latino	1	0	0
American Indian or Alaska Native	1	1	0
Asian	8	4	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	145	10	2
Two or more races	3	0	0
Race and ethnicity unknown	70	7	0
Total women	232	26	2

Total (men+women)	490	50	4
Total from prior year	496	46	4

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

•Include both medical school and non-medical school staff

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	0
Hispanic/Latino		0	0	0	0
American Indian or Alaska Native		0	0	0	0
Asian		0	0	0	1
Black or African American		0	0	0	1
Native Hawaiian or Other Pacific Islander		0	0	0	1
White		0	0	2	8
Two or more races		0	0	0	1
Race and ethnicity unknown		0	0	0	1
Total men		0	0	2	13

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	1
Hispanic/Latino		0	0	1	0
American Indian or Alaska Native		0	0	0	1
Asian		0	0	0	0
Black or African American		0	0	0	0
Native Hawaiian or Other Pacific Islander		0	0	0	0
White		0	0	6	35
Two or more races		0	0	0	1
Race and ethnicity unknown		0	0	0	13
Total women		0	0	7	51

Total (men+women)		0	0	9	64
Total from prior year			2	8	65
					75

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
- 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	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	0	0	1
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	2	17	4	4
Two or more races	0	0	0	0	0
Race and ethnicity unknown	3	1	6	0	0
Total men	3	3	23	4	5

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	1	1	0	0
Hispanic/Latino	0	0	1	2	1
American Indian or Alaska Native	0	1	0	0	0
Asian	0	2	4	1	1
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	1	0
White	5	25	41	12	9
Two or more races	0	1	1	1	1
Race and ethnicity unknown	0	4	9	3	4
Total women	5	34	57	20	16
Total (men+women)	8	37	80	24	21
Total from prior year	6	35	65	30	19

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
- 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	10
Hispanic/Latino	0	0	0	0	0	3
American Indian or Alaska Native	0	0	0	0	0	2
Asian	1	0	0	0	0	11
Black or African American	0	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	0	0	1	1	0	186
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	0	0	0	1	0	124
Total men	1	0	1	2	0	341

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	11
Hispanic/Latino	0	0	1	0	0	7
American Indian or Alaska Native	0	0	0	0	0	4
Asian	0	0	0	0	0	20
Black or African American	0	0	1	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	1	0	35	1	0	327
Two or more races	0	0	1	0	0	9
Race and ethnicity unknown	0	0	10	0	0	120

Total women	1	0	48	1	0	500
Total (men+women)	2	0	49	3	0	841
Total from prior year	2		53	7		838

Part D - Graduate assistants

Number of Graduate Assistants

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	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	215	181	9	405
Hispanic/Latino	29	17	1	47
American Indian or Alaska Native	0	4	0	4
Asian	15	8	1	24
Black or African American	6	7	1	14
Native Hawaiian or Other Pacific Islander	2	0	0	2
White	271	135	15	421
Two or more races	17	7	0	24
Race and ethnicity unknown	40	15	3	58
Total men	595	374	30	999

Women

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	157	85	9	251
Hispanic/Latino	32	16	3	51
American Indian or Alaska Native	0	2	0	2
Asian	8	17	1	26
Black or African American	5	1	2	8
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	231	110	20	361
Two or more races	12	8	2	22
Race and ethnicity unknown	35	16	2	53
Total women	480	255	39	774
Total (men+women)	1,075	629	69	1,773
Total from prior year	927	768	74	1,769

									0
Public Service staff									0
Archivists, Curators, and Museum Technicians									0
25-4010									0
Librarians									0
25-4020									0
Library Technicians									0
25-4030									0
Student and Academic Affairs and Other Education Services Occupations									0
25-2000 + 25-3000 + 25-9000									0
Management Occupations									0
11-0000									0
Business and Financial Operations Occupations									0
13-0000									0
Computer, Engineering, and Science Occupations									0
15-0000 + 17-0000 + 19-0000									0
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations									0
21-0000 + 23-0000 + 27-0000									0
Healthcare Practitioners and Technical Occupations									0
29-0000									0
Total	0	0	0	0	0	0	0	0	0
Total from prior year	0	0		0	0	0		0	0

Part E - Part-time Staff by Medical School Status

Number of Part-time Staff

As of November 1, 2016

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	2	2	0
<u>Sales and Related Occupations</u> 41-0000	0	0	0
<u>Office and Administrative Support Occupations</u> 43-0000	49	49	0
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	3	3	0
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	0	0	0
Total		54	0
PY Total		62	0
Graduate Assistants			
<u>Teaching</u> 25-1191	1,075	1,075	0
<u>Research</u>	629	629	0
<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	69	69	0
Total	1,773	1,773	0
PY Graduate Assistants		1,769	0

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

Total

2,614

29-0000

Total

0

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, 2015 - October 31, 2016)

- 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	0	5	0	0	0	0	0	5
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	0	4	0	0	0	0	0	4
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	1	4	0	0	0	0	0	5
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	2	0	0	0	0	0	2
Total men	1	15	0	0	0	0	0	16

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	1	1	0	0	0	0	0	2
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	1	0	0	0	1
Asian	0	1	0	0	0	0	0	1
Black or African American	0	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	1	9	0	0	0	0	0	10
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	3	0	0	0	0	0	3
Total women	2	14	0	1	0	0	0	17
Total (men+women)	3	29	0	1	0	0	0	33

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

•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	5	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	4	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	0	1	3
Two or more races	0	0	0	1
Race and ethnicity unknown	2	0	0	2
Total men	16	0	1	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	2	0	0	0
Hispanic/Latino	0	0	0	2
American Indian or Alaska Native	1	0	0	0
Asian	1	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	10	0	3	11
Two or more races	0	0	0	0
Race and ethnicity unknown	3	1	0	3
Total women	17	1	3	16
Total (men+women)	33	1	4	22

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	0	0	0	1	0
Hispanic/Latino	0	2	3	0	0
American Indian or Alaska Native	0	0	0	0	0
Asian	1	0	1	0	0
Black or African American	0	1	2	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	8	15	22	5	8
Two or more races	0	1	1	0	0
Race and ethnicity unknown	3	2	15	1	2
Total men	12	21	44	7	10

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	0	6	2	2	2
American Indian or Alaska Native	0	0	1	0	0
Asian	1	2	0	0	1
Black or African American	0	1	0	2	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
White	1	38	6	11	17
Two or more races	1	3	1	1	0
Race and ethnicity unknown	6	11	2	7	4
Total women	10	61	13	23	24

Total (men+women)	22	82	57	30	34
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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
- 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	0	0	0	7
Hispanic/Latino	5	0	2	0	0	12
American Indian or Alaska Native	2	0	0	0	1	3
Asian	0	0	0	0	0	6
Black or African American	2	0	0	0	0	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	30	1	16	9	3	126
Two or more races	1	0	1	0	0	5
Race and ethnicity unknown	12	1	4	5	1	50
Total men	53	2	23	15	4	214

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	3
Hispanic/Latino	1	0	8	0	0	23
American Indian or Alaska Native	1	0	0	0	0	3
Asian	2	0	2	0	0	9
Black or African American	0	0	5	0	0	8
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	7	0	47	3	2	156
Two or more races	1	0	3	0	0	10
	4	0	17	1	0	59

Race and ethnicity unknown						
Total women	16	0	82	4	2	272
Total (men+women)	69	2	105	19	6	486

Human Resources Survey Evaluation

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

No, but the process takes a significant amount of time to place employees into categories.

Prepared by

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 long did it take to prepare this survey component?	40hours	minutes
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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	5,955	841	6,235
Instructional Staff	1,368	490	1,531
Primary Instruction	482	412	619
Exclusively credit	467	409	603
Exclusively not-for-credit	15	3	16
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	886	78	912
Research Staff	301	50	318
Public Service Staff	80	4	81
Library and Student and Academic Affairs and Other Education Services Occupations SOC	387	73	411
Librarians, Curators, and Archivists SOC 25-4000	76	9	79
Archivists, Curators, and Museum Technicians SOC 25-4010	5	0	5
Librarians SOC 25-4020	38	0	38
Library Technicians SOC 25-4030	33	9	36
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	311	64	332
Management Occupations SOC 11-0000	395	8	398
Business and Financial Operations Occupations SOC 13-0000	722	37	734
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	812	80	839
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	443	24	451
Healthcare Practitioners and Technical Occupations SOC 29-0000	176	21	183
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	428	2	429
Sales and Related Occupations SOC 41-0000	9	0	9
Office and Administrative Support Occupations SOC 43-0000	509	49	525
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	263	3	264

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

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	62	0	62
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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	333	1	18	991	1,343	13,106	\$128,524,677	\$9,807
Professor	99		3	238	340	3,360	\$46,083,820	\$13,715
Associate professor	71		2	238	311	3,014	\$29,027,824	\$9,631
Assistant professor	37		2	196	235	2,228	\$20,744,401	\$9,311
Instructor	22	1	4	125	152	1,440	\$7,893,407	\$5,482
Lecturer				3	3	27	\$172,047	\$6,372
No academic rank	104		7	191	302	3,037	\$24,603,178	\$8,101

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	Your institution has been identified as having a medical school (with M.D. and/or D.O. programs) for the purposes of IPEDS HR reporting; however, you did not report any medical school staff. Please correct your data or explain. (Error #1021)	Explanation	Yes	
Reason:	WSU received preliminary accreditation from the Liaison Committee on Medical Education in October 2016. We expect our first class to matriculate in fall 2017.			
Related Screens:	A2 - FT Instructional, Function, B2 - FT Non-instructional, Occupation and Tenure - 1, B2 - FT Non-instructional, Medical School Status - 2, E - PT Staff, Occupation and Tenure - 1, E - PT Staff, Medical School Status - 2			
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. WSU has implemented revised data collection procedures which has resulted in an increased number of employees reporting demographic information and we expect that trend to continue into the future.			
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. WSU has implemented revised data collection procedures which has resulted in an increased number of employees reporting demographic information and we expect that trend to continue into the future.			
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. WSU has implemented revised data collection procedures which has resulted in an increased number of employees reporting demographic information and we expect that trend to continue into the future.			
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. WSU has implemented revised data collection procedures which has resulted in an increased number of employees reporting demographic information and we expect that trend to continue into the future.			
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. WSU has implemented revised data collection procedures which has resulted in an increased number of employees reporting demographic information and we expect that trend to continue into the future.			
Screen Entry	This number is outside the expected range of between 174 and 360 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	We evaluated contract length to the best of our ability.			
Screen: D - PT Staff, Occupation - 2				
Screen Entry	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:	Last year Washington State University had 2 in this category and this year there were 0. Washington State University generally has few employees that fall in the part-time Librarians category.			
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:	WSU has a large number of employees not reporting their race/ethnicity information. WSU has implemented revised data collection procedures which has resulted in an increased number of employees reporting demographic information and we expect that trend to continue into the future.			

Related Screens:	D - PT Staff, Occupation - 4			
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	
Reason:	WSU has a large number of employees not reporting their race/ethnicity information. WSU has implemented revised data collection procedures which has resulted in an increased number of employees reporting demographic information and we expect that trend to continue into the future.			
Related Screens:	H - New Hires, Occupation - 3			