

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, 2016 and October 31, 2017** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons that were no longer on the payroll as of November 1, 2017. (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 - Annual Contract

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

As of November 1, 2017

- 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	<input type="text"/>	<input type="text"/>	<input type="text"/>	4	0	7	11
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	0	2	4
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	2	2
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	0	1	2
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	14	1	42	57
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	1	1
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	11	1	16	28
Total men	0	0	0	32	2	71	105
Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	0	1	3
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	2	0	2	4
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	2	2
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	0	5	6
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	46	0	36	82
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	0	0	1
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	19	2	18	39
Total women	0	0	0	71	2	64	137
Total (men+women)	0	0	0	103	4	135	242
Total from prior year							193

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

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

As of November 1, 2017

- 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	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="5"/>	<input type="text" value="0"/>	<input type="text" value="4"/>	9
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	2
Total men	0	0	0	7	0	5	12

Women							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	2
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="7"/>	<input type="text" value="0"/>	<input type="text" value="6"/>	13
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="4"/>	6
Total women	0	0	0	10	0	11	21
Total (men+women)	0	0	0	17	0	16	33
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, 2017

- 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	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	1	1
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	1	1
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	2	2
Total men	0	0	0	0	0	4	4

Women							
Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Hispanic/Latino	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	1	1
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
White	<input type="text"/>	<input type="text"/>	<input type="text"/>	1	0	0	1
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	0	0
Race and ethnicity unknown	<input type="text"/>	<input type="text"/>	<input type="text"/>	0	0	1	1
Total women	0	0	0	1	0	2	3
Total (men+women)	0	0	0	1	0	6	7
Total from prior year							5

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

**Number of Full-time Instructional Staff
Without Faculty Status
As of November 1, 2017**

- 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
<u>Nonresident alien</u>	<input type="text" value="0"/>
<u>Hispanic/Latino</u>	<input type="text" value="0"/>
<u>American Indian or Alaska Native</u>	<input type="text" value="0"/>
<u>Asian</u>	<input type="text" value="0"/>
<u>Black or African American</u>	<input type="text" value="0"/>
<u>Native Hawaiian or Other Pacific Islander</u>	<input type="text" value="0"/>
<u>White</u>	<input type="text" value="0"/>
Two or more races	<input type="text" value="0"/>
<u>Race and ethnicity unknown</u>	<input type="text" value="0"/>
Total men	0
Women	
Race/ethnicity	Without Faculty Status
Nonresident alien	<input type="text" value="0"/>
Hispanic/Latino	<input type="text" value="0"/>
American Indian or Alaska Native	<input type="text" value="0"/>
Asian	<input type="text" value="0"/>
Black or African American	<input type="text" value="0"/>
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>
White	<input type="text" value="0"/>
Two or more races	<input type="text" value="0"/>
Race and ethnicity unknown	<input type="text" value="0"/>
Total women	0
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2017

- 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 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)		
Non-medical school staff	610	248	207	230	30	5	0	1,330
Non-medical school staff from prior year	639	247	259	193	25	5		1,368
Primarily Instruction	0	0	207	230	30	5	0	472
Exclusively credit	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="207"/>	<input type="text" value="217"/>	<input type="text" value="29"/>	<input type="text" value="5"/>	<input type="text" value="0"/>	458
Exclusively not-for-credit	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="13"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	14
Combined credit/not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Instruction/research/public service staff	<input type="text" value="610"/>	<input type="text" value="248"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	858
Medical school staff	14	11	11	12	3	2	0	53
Medical school staff from prior year								
Primarily Instruction	0	0	11	12	3	2	0	28
Exclusively credit	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="11"/>	<input type="text" value="12"/>	<input type="text" value="3"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	28
Exclusively not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Combined credit/not-for-credit	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
Instruction/research/public service staff	<input type="text" value="14"/>	<input type="text" value="11"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	25
Total carried forward from previous screens	624	259	218	242	33	7	0	1,383

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff			
As of November 1, 2017			
Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	42	17	59
Hispanic/Latino	22	25	47
American Indian or Alaska Native	3	3	6
Asian	79	36	115
Black or African American	8	3	11
Native Hawaiian or Other Pacific Islander	2	1	3
White	396	374	770
Two or more races	5	11	16
Race and ethnicity unknown	224	132	356
Total	781	602	1,383
Total from prior year			1,368

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff
by Occupational Category****As of November 1, 2017**

- 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> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>Nonresident alien</u>	42	<input type="text" value="86"/>	<input type="text" value="1"/>
<u>Hispanic/Latino</u>	22	<input type="text" value="1"/>	<input type="text" value="1"/>
<u>American Indian or Alaska Native</u>	3	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Asian</u>	79	<input type="text" value="10"/>	<input type="text" value="1"/>
<u>Black or African American</u>	8	<input type="text" value="1"/>	<input type="text" value="0"/>
<u>Native Hawaiian or Other Pacific Islander</u>	2	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>White</u>	396	<input type="text" value="45"/>	<input type="text" value="28"/>
<u>Two or more races</u>	5	<input type="text" value="0"/>	<input type="text" value="1"/>
<u>Race and ethnicity unknown</u>	224	<input type="text" value="54"/>	<input type="text" value="5"/>
Total men	781	197	37

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
<u>Nonresident alien</u>	17	<input type="text" value="47"/>	<input type="text" value="1"/>
<u>Hispanic/Latino</u>	25	<input type="text" value="2"/>	<input type="text" value="1"/>
<u>American Indian or Alaska Native</u>	3	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>Asian</u>	36	<input type="text" value="8"/>	<input type="text" value="0"/>
<u>Black or African American</u>	3	<input type="text" value="1"/>	<input type="text" value="0"/>
<u>Native Hawaiian or Other Pacific Islander</u>	1	<input type="text" value="0"/>	<input type="text" value="0"/>
<u>White</u>	374	<input type="text" value="27"/>	<input type="text" value="34"/>
<u>Two or more races</u>	11	<input type="text" value="1"/>	<input type="text" value="0"/>
<u>Race and ethnicity unknown</u>	132	<input type="text" value="34"/>	<input type="text" value="5"/>
Total women	602	120	41

Total (men+women)	1,383	317	78
Total from prior year	1,368	301	80

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

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

As of November 1, 2017

- 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>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	1	0	0
Hispanic/Latino	0	0	1	2
American Indian or Alaska Native	0	0	0	3
Asian	0	0	1	2
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	1	9	5	42
Two or more races	0	1	0	0
Race and ethnicity unknown	0	2	3	18
Total men	1	13	10	67
Women				
Race/ethnicity	<u>Archivists, Curators, and Museum Technicians</u> 25-4010	<u>Librarians</u> 25-4020	<u>Library Technicians</u> 25-4030	<u>Student and Academic Affairs and Other Education Services Occupations</u> 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	1
Hispanic/Latino	0	0	1	19
American Indian or Alaska Native	0	1	0	2
Asian	0	1	2	11
Black or African American	0	0	1	2
Native Hawaiian or Other Pacific Islander	0	0	1	0
White	3	17	16	148
Two or more races	0	0	2	2
Race and ethnicity unknown	0	5	1	68
Total women	3	24	24	253
Total (men+women)	4	37	34	320
Total from prior year	5	38	33	311

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff
by Occupational Category**

As of November 1, 2017

- 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	1	0	9	6	0
Hispanic/Latino	9	5	22	15	1
American Indian or Alaska Native	2	2	6	1	0
Asian	8	4	18	2	0
Black or African American	1	4	4	12	0
Native Hawaiian or Other Pacific Islander	1	0	1	2	0
White	142	116	323	99	35
Two or more races	4	6	8	3	0
Race and ethnicity unknown	48	48	133	62	10
Total men	216	185	524	202	46

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	7	2	3
Hispanic/Latino	9	21	19	30	4
American Indian or Alaska Native	1	6	4	2	2
Asian	5	12	17	11	2
Black or African American	3	2	3	5	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
White	127	389	158	167	56
Two or more races	2	17	7	7	2
Race and ethnicity unknown	33	79	67	54	41
Total women	181	526	282	278	110
Total (men+women)	397	711	806	480	156

Total from prior year	395	722	812	443	176
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Part B1 - Full-time Non-instructional Staff by Occupational Category

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

As of November 1, 2017

- 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>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
Nonresident alien	0	0	1	0	0	147
Hispanic/Latino	13	2	6	7	4	111
American Indian or Alaska Native	2	0	0	3	0	22
Asian	3	0	2	2	0	132
Black or African American	5	0	1	0	0	36
Native Hawaiian or Other Pacific Islander	1	0	0	0	0	7
White	134	1	49	121	38	1,584
Two or more races	3	0	3	2	0	36
Race and ethnicity unknown	116	1	17	100	19	860
Total men	277	4	79	235	61	2,935

Women						
Race/ethnicity	<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	<u>Sales and Related Occupations</u> 41-0000	<u>Office and Administrative Support Occupations</u> 43-0000	<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	Grand Total (All full-time staff)
Nonresident alien	0	0	1	0	0	79
Hispanic/Latino	12	0	24	0	0	167
American Indian or Alaska Native	2	0	2	0	0	25
Asian	4	1	8	0	0	118
Black or African American	1	0	7	0	0	28
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	3
White	73	2	285	9	9	1,894
Two or more races	6	0	7	1	0	65
Race and ethnicity unknown	64	1	89	4	1	678
Total women	162	4	423	14	10	3,057

Total (men+women)	439	8	502	249	71	5,992
Total from prior year	428	9	509	263	62	5,955

25-9000									
Management Occupations 11-0000	3	0	1	1	0	7	2	14	
Business and Financial Operations Occupations 13-0000	0	0	0	0	0	0	27	27	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0	0	0	2	0	0	36	38	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	0	0	0	0	0	0	5	5	
Healthcare Practitioners and Technical Occupations 29-0000	0	0	0	0	0	0	1	1	
Total	3	0	5	14	7	7	77	113	
Total from prior year	0	0	0	0	0	0	0	0	

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

Number of <u>Full-time</u> Non-instructional Staff			
As of November 1, 2017			
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	439	439	0
<u>Sales and Related Occupations</u> 41-0000	8	8	0
<u>Office and Administrative Support Occupations</u> 43-0000	502	478	24
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	249	249	0
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	71	71	0
Total		1,245	24
Total from prior year		1,271	0

Part G1 - Salaries Worksheet

**Number of Full-time Non-medical School Instructional Staff
For Calculation of Total Number of Months**

Annual Salary, 2017-18

- 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	71		3	167		241	241
Associate professors	45		2	138		185	185
Assistant professors	23		0	112		135	135
Instructors	7		1	44	7	59	52
Lecturers	0		0	2		2	2
No academic rank	34		2	95	4	135	131
Total men	180	0	8	558	11	757	746
Women							
Professors	23		1	62		86	86
Associate professors	19		1	94		114	114
Assistant professors	10		0	87		97	97
Instructors	16		3	92	10	121	111
Lecturers	0		0	3		3	3
No academic rank	51		3	89	9	152	143
Total women	119	0	8	427	19	573	554
Total (men + women)	299	0	16	985	30	1,330	1,300
Total (men+women) full-time non-medical school instructional staff from Part A						1,330	

Part G2 - Salary Outlays for Instructional Staff

**Salary Outlays
for Full-time Non-medical School Instructional Staff**

Annual Salary Outlays, 2017-18


- 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				
		12 months	11 months	10 months	9 months	Equated 9 months
Men						
Professors	241	12,402,983		375,188	20,743,007	30,382,913
Associate professors	185	5,474,331		195,261	12,368,746	16,650,229
Assistant professors	135	2,445,901			10,002,373	11,836,799
Instructors	52	567,218		51,807	2,291,071	2,763,111
Lecturers	2				130,360	130,360
No academic rank	131	3,897,280		178,948	6,860,428	9,944,441
Total men	746	24,787,713	0	801,204	52,395,985	71,707,853
Women						
Professors	86	3,277,782		182,122	7,053,720	9,675,966
Associate professors	114	2,283,443		84,648	7,700,184	9,488,949
Assistant professors	97	1,197,657			6,945,495	7,843,738
Instructors	111	975,473		131,825	4,393,781	5,244,028
Lecturers	3				172,047	172,047
No academic rank	143	5,466,399		221,773	5,431,219	9,730,614
Total women	554	13,200,754	0	620,368	31,696,446	42,155,343
Total (men + women)	1,300	37,988,467	0	1,421,572	84,092,431	113,863,196

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, 2017-18

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	174,690		125,063	124,210	126,070
Associate professors	185	121,652		97,631	89,629	90,001
Assistant professors	135	106,344			89,307	87,680
Instructors	52	81,031		51,807	52,070	53,137
Lecturers	2				65,180	65,180
No academic rank	131	114,626		89,474	72,215	75,912
Total men	746	137,710		100,151	93,900	96,123
Women						
Professors	86	142,512		182,122	113,770	112,511
Associate professors	114	120,181		84,648	81,917	83,236
Assistant professors	97	119,766			79,833	80,863
Instructors	111	60,967		43,942	47,758	47,243
Lecturers	3				57,349	57,349
No academic rank	143	107,184		73,924	61,025	68,046
Total women	554	110,931		77,546	74,231	76,093
Total (men + women)	1,300	127,052		88,848	85,373	87,587

Part G4 - Salary Outlays for Non-instructional Staff

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

Annual Salary Outlays, 2017-18

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
<u>Research staff</u>	295	15,646,539
<u>Public Service staff</u>	78	5,629,453
<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000	389	19,711,469
<u>Management Occupations</u> 11-0000	383	43,756,712
<u>Business and Financial Operations Occupations</u> 13-0000	684	41,725,261
<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	768	46,948,465
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	475	31,276,411
<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	155	8,258,158
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	439	15,453,116
<u>Sales and Related Occupations</u> 41-0000	8	269,233
<u>Office and Administrative Support Occupations</u> 43-0000	478	18,900,615
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	249	12,360,364
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	71	3,223,310

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff by Occupational Category****As of November 1, 2017**

- 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	4	6	0
Hispanic/Latino	5	1	0
American Indian or Alaska Native	3	0	0
Asian	8	1	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	119	6	1
Two or more races	0	0	0
Race and ethnicity unknown	103	11	1
Total men	242	25	2
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	6	4	0
Hispanic/Latino	1	0	0
American Indian or Alaska Native	1	1	0
Asian	9	2	0
Black or African American	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	126	11	2
Two or more races	2	0	0
Race and ethnicity unknown	88	8	0
Total women	233	26	2
Total (men+women)	475	51	4
Total from prior year	490	50	4

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2017

- 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	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Hispanic/Latino	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1
Black or African American	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1
White	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="3"/>	4
Two or more races	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Race and ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="4"/>	4
Total men	0	0	1	10	11
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	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Hispanic/Latino	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	2
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Black or African American	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="4"/>	<input type="text" value="28"/>	32
Two or more races	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	1
Race and ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="12"/>	14
Total women	0	0	7	42	49
Total (men+women)	0	0	8	52	60
Total from prior year			9	64	73

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2017

- 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	1	0	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	4	1	17	2	2
Two or more races	0	0	0	0	0
Race and ethnicity unknown	1	1	7	2	0
Total men	5	2	25	4	2
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	0	0	0
Hispanic/Latino	0	0	1	1	1
American Indian or Alaska Native	0	0	0	0	0
Asian	0	2	1	0	0
Black or African American	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	4	23	35	11	4
Two or more races	0	0	1	0	0
Race and ethnicity unknown	1	10	11	6	2
Total women	5	36	49	18	8
Total (men+women)	10	38	74	22	10
Total from prior year	8	37	80	24	21

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2017

- 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	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	10
Hispanic/Latino	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	7
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	3
Asian	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	11
Black or African American	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
White	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	158
Two or more races	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Race and ethnicity unknown	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	131
Total men	2	0	1	1	0	322
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	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	11
Hispanic/Latino	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	8
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	2
Asian	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	16
Black or African American	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	2
Native Hawaiian or Other Pacific Islander	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
White	<input type="text" value="4"/>	<input type="text" value="0"/>	<input type="text" value="26"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	279
Two or more races	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	5
Race and ethnicity unknown	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="8"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	150
Total women	7	0	39	1	0	473
Total (men+women)	9	0	40	2	0	795
Total from prior year	2		49	3		841

Part D - Graduate assistants**Number of Graduate Assistants****As of November 1, 2017**

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

Men				
Race/ethnicity	<u>Teaching</u> 25-1191	<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>	164	236	7	407
<u>Hispanic/Latino</u>	24	24	2	50
<u>American Indian or Alaska Native</u>	2	2	0	4
<u>Asian</u>	13	12	0	25
<u>Black or African American</u>	7	10	2	19
<u>Native Hawaiian or Other Pacific Islander</u>	2	0	0	2
<u>White</u>	231	154	13	398
Two or more races	15	8	0	23
<u>Race and ethnicity unknown</u>	32	17	2	51
Total men	490	463	26	979
Women				
Race/ethnicity	<u>Teaching</u> 25-1191	<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
Nonresident alien	146	127	9	282
Hispanic/Latino	35	23	3	61
American Indian or Alaska Native	0	0	0	0
Asian	15	11	0	26
Black or African American	6	3	4	13
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	193	122	21	336
Two or more races	12	10	2	24
Race and ethnicity unknown	27	17	1	45
Total women	434	313	40	787
Total (men+women)	924	776	66	1,766
Total from prior year	1,075	629	69	1,773

Part E - Part-time Staff by Medical School Status**Number of Part-time Staff****As of November 1, 2017**

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	9	9	0
<u>Sales and Related Occupations</u> 41-0000	0	0	0
<u>Office and Administrative Support Occupations</u> 43-0000	40	38	2
<u>Natural Resources, Construction, and Maintenance Occupations</u> 45-0000 + 47-0000 + 49-0000	2	2	0
<u>Production, Transportation, and Material Moving Occupations</u> 51-0000 + 53-0000	0	0	0
Total		49	2
PY Total		54	0
Graduate Assistants			
<u>Teaching</u> 25-1191	924	921	3
<u>Research</u>	776	766	10
<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	66	66	0
Total	1,766	1,753	13
PY Graduate Assistants		1,773	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, 2016 - October 31, 2017)

- 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	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Nonresident alien	0	8				1	9	
Hispanic/Latino							0	
American Indian or Alaska Native							0	
Asian							0	
Black or African American							0	
Native Hawaiian or Other Pacific Islander							0	
White	1	4					5	
Two or more races							0	
Race and ethnicity unknown	3	8				1	12	
Total men	4	20	0	0	0	2	0	26

Women

Race/ethnicity	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)		
Nonresident alien	0	3					3	
Hispanic/Latino	0	1					1	
American Indian or Alaska Native							0	
Asian	0	1					1	
Black or African American							0	
Native Hawaiian or Other Pacific Islander							0	
White	1	7					8	
Two or more races	0	1					1	
Race and ethnicity unknown	1	5					6	
Total women	2	18	0	0	0	0	0	20

Total (men+women)	6	38	0	0	0	2	0	46
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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, 2016 - October 31, 2017)

- 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	9	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	0	<input type="text"/>	0	1
American Indian or Alaska Native	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	5	<input type="text"/>	1	4
Two or more races	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	12	<input type="text"/>	0	5
Total men	26	0	1	10

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	3	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	1	<input type="text"/>	1	5
American Indian or Alaska Native	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	1	<input type="text"/>	0	1
Black or African American	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	0	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	8	<input type="text"/>	0	9
Two or more races	1	<input type="text"/>	0	1
Race and ethnicity unknown	6	<input type="text"/>	2	13
Total women	20	0	3	29
Total (men+women)	46	0	4	39

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

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

Men						
Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text" value="7"/>	<input type="text" value="12"/>	<input type="text" value="24"/>	<input type="text" value="6"/>	<input type="text" value="1"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text" value="6"/>	<input type="text" value="7"/>	<input type="text" value="21"/>	<input type="text" value="10"/>	<input type="text" value="1"/>	<input type="text"/>
Total men	13	21	50	18	2	
Women						
Race/ethnicity	<u>Management Occupations</u> 11-0000	<u>Business and Financial Operations Occupations</u> 13-0000	<u>Computer, Engineering, and Science Occupations</u> 15-0000 + 17-0000 + 19-0000	<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u> 21-0000 + 23-0000 + 27-0000	<u>Healthcare Practitioners and Technical Occupations</u> 29-0000	
Nonresident alien	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Hispanic/Latino	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text" value="5"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
American Indian or Alaska Native	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>
Asian	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>
Black or African American	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
White	<input type="text" value="4"/>	<input type="text" value="30"/>	<input type="text" value="7"/>	<input type="text" value="13"/>	<input type="text" value="6"/>	<input type="text"/>
Two or more races	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>
Race and ethnicity unknown	<input type="text" value="6"/>	<input type="text" value="13"/>	<input type="text" value="11"/>	<input type="text" value="7"/>	<input type="text" value="8"/>	<input type="text"/>
Total women	12	53	26	23	16	
Total (men+women)	25	74	76	41	18	

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2016 - October 31, 2017)

- 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	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	10
Hispanic/Latino	<input type="text" value="4"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text"/>	11
American Indian or Alaska Native	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Asian	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	1
Black or African American	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text" value="13"/>	<input type="text" value="1"/>	<input type="text" value="14"/>	<input type="text" value="6"/>	<input type="text" value="2"/>	96
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	<input type="text"/>	6
Race and ethnicity unknown	<input type="text" value="29"/>	<input type="text"/>	<input type="text" value="7"/>	<input type="text" value="11"/>	<input type="text" value="2"/>	111
Total men	48	1	26	19	4	239
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	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	6
Hispanic/Latino	<input type="text" value="3"/>	<input type="text"/>	<input type="text" value="6"/>	<input type="text"/>	<input type="text"/>	28
American Indian or Alaska Native	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	3
Asian	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	7
Black or African American	<input type="text"/>	<input type="text"/>	<input type="text" value="1"/>	<input type="text"/>	<input type="text"/>	2
Native Hawaiian or Other Pacific Islander	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	0
White	<input type="text" value="8"/>	<input type="text"/>	<input type="text" value="59"/>	<input type="text" value="2"/>	<input type="text"/>	146
Two or more races	<input type="text"/>	<input type="text"/>	<input type="text" value="2"/>	<input type="text"/>	<input type="text"/>	8
Race and ethnicity unknown	<input type="text" value="14"/>	<input type="text"/>	<input type="text" value="24"/>	<input type="text" value="1"/>	<input type="text"/>	105
Total women	26	0	94	3	0	305
Total (men+women)	74	1	120	22	4	544

Human Resources Survey Evaluation

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

New hires, especially those not in the snapshot, were often difficult to identify.
Also contract length for staff is 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:	<input type="text" value="Coleen McCracken"/>				
Email:	<input type="text" value="cmccracken@wsu.edu"/>				

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

<input type="text" value="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	<input type="text" value="8.00"/> hours	<input type="text" value="16.00"/> hours	<input type="text" value="3.00"/> hours	<input type="text"/> hours
Other offices	<input type="text" value="8.00"/> hours	<input type="text" value="2.00"/> hours	<input type="text"/> hours	<input type="text"/> hours

All Ranks	299		16	985	1,300	12,613	\$123,502,470	\$9,792
Professor	94		4	229	327	3,229	\$44,034,802	\$13,637
Associate professor	64		3	232	299	2,886	\$28,106,613	\$9,739
Assistant professor	33			199	232	2,187	\$20,591,426	\$9,415
Instructor	23		4	136	163	1,540	\$8,411,175	\$5,462
Lecturer				5	5	45	\$302,407	\$6,720
No academic rank	85		5	184	274	2,726	\$22,056,047	\$8,091

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
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 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:	There are some changes from year to year in the faculty employed and their contract lengths may vary.			
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: 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. 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:	B1 - FT Non-instructional, Occupation - 4			
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: E - PT Staff, Occupation and Tenure - 1				
Screen Entry	This number is outside the expected range of between 29 and 59 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	There are some changes from year to year in the faculty employed and their contract lengths may vary.			
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	
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: 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			

