

Institution: Central Washington University (234827)

User ID: P2348272

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](#)
- To access your prior year data submission for this component: [Reported Data](#)
- 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.

Yes

No

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

Yes

No

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)?

The reporting of data by gender AND race/ethnicity is optional this year as it is in even-numbered years.

Do you wish to report data by gender AND race/ethnicity this year?

If you answer **No**, screens to report data by employment status (full-time and part-time) and occupational category will be displayed.

If you answer **Yes**, screens to report data by employment status (full-time and part-time), occupational category, and gender AND race/ethnicity will be displayed and you must complete all applicable screens.

No, I will not report data by gender and race/ethnicity this year

Yes, I will report data by gender and race/ethnicity this year

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

Human Resources Screening Questions

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.*

Yes No

Does your institution have graduate assistants?

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

Yes No

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2014 either for the *first time* (new to the institution) or *after a break in service* AND who were still on the payroll of the institution as of November 1, 2014? (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**.*

Yes No

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

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

As of November 1, 2014

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			7				7
Hispanic/Latino							0
American Indian or Alaska Native			1				1
Asian							0
Black or African American			2				2
Native Hawaiian or Other Pacific Islander							0
White			28				28
Two or more races							0
Race and ethnicity unknown			8				8
Total men	0	0	46	0	0	0	46

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			4				4
Hispanic/Latino			5				5
American Indian or Alaska Native							0
Asian			2				2
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White			37				37
Two or more races							0
Race and ethnicity unknown			3				3
Total women	0	0	52	0	0	0	52
Total (men+women)	0	0	98	0	0	0	98
Total from prior year							114

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 or Continuing or At-will Contract**

As of November 1, 2014

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien						0	0
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	0	0	0	0	0	0

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien						0	0
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	0	0	0	0	0	0

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

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - 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, 2014

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien						0	0
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	0	0	0	0	0	0

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien						0	0
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	0	0	0	0	0	0

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2014

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

Men

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

Women

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



Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

Number of Full-time Instructional Staff

As of November 1, 2014

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

	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Instructional staff	246	98	0	98	0	0	442
Total carried forward from previous screens	246	98	0	98	0	0	442
<u>Primarily Instruction</u>	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>	246	98		98			442

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2014

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	10	8	18
Hispanic/Latino	8	8	16
American Indian or Alaska Native	2	1	3
Asian	11	9	20
Black or African American	7	4	11
Native Hawaiian or Other Pacific Islander	4	0	4
White	191	132	323
Two or more races	0	0	0
Race and ethnicity unknown	22	25	47
Total	255	187	442
Total from prior year			453

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

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

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	10	0	
Hispanic/Latino	8		
American Indian or Alaska Native	2		
Asian	11		
Black or African American	7		
Native Hawaiian or Other Pacific Islander	4		
White	191		
Two or more races	0		
Race and ethnicity unknown	22		
Total men	255	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	8	0	
Hispanic/Latino	8		
American Indian or Alaska Native	1		
Asian	9		
Black or African American	4		
Native Hawaiian or Other Pacific Islander	0		
White	132		
Two or more races	0		
Race and ethnicity unknown	25		
Total women	187	0	0

Total (men+women) 442 0 0

Total from prior year **453**

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

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	
Nonresident alien		1			
Hispanic/Latino		1		4	
American Indian or Alaska Native					
Asian				1	
Black or African American				1	
Native Hawaiian or Other Pacific Islander				1	
White		8		22	
Two or more races					
Race and ethnicity unknown		1		3	
Total men		0	11	0	32

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				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				2
Native Hawaiian or Other Pacific Islander				1
White	2	14		14
Two or more races				
Race and ethnicity unknown		2		3
Total women	2	16	0	20
Total (men+women)	2	27	0	52
Total from prior year	2	27		23

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

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					1
Hispanic/Latino	5	1	4	9	1
American Indian or Alaska Native		1	1		
Asian	1		1	1	
Black or African American	2	1		3	
Native Hawaiian or Other Pacific Islander			1		
White	36	11	54	22	2
Two or more races	1			1	
Race and ethnicity unknown	3	1	10	4	2
Total men	48	15	71	41	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					
Hispanic/Latino	2	2	1	8	
American Indian or Alaska Native	2				
Asian	2	1	3		
Black or African American	1			1	
Native Hawaiian or Other Pacific Islander					
White	31	57	22	34	11
Two or more races			1	3	
Race and ethnicity unknown	3	6	4	5	1
Total women	41	66	31	51	12
Total (men+women)	89	81	102	92	17
Total from prior year	89	99	91	88	15

Part B1 - Full-time Non-instructional Staff by Occupational CategoryNumber of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien						12
Hispanic/Latino	3			1		37
American Indian or Alaska Native	1					5
Asian	3					18
Black or African American					1	15
Native Hawaiian or Other Pacific Islander						6
White	66	1	18		39	470
Two or more races	1					3
Race and ethnicity unknown	8		3		6	63
Total men	82	1	22		46	0 629

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						8
Hispanic/Latino	2			5		28
American Indian or Alaska Native				2		5
Asian	1			1		17
Black or African American				1		9
Native Hawaiian or Other Pacific Islander				1		2
White	48		150		2	517
Two or more races	1			4		9
	7	1	16		1	74

Race and ethnicity unknown						
Total women	59	1	180	3	0	669
Total (men+women)	141	2	202	49	0	1,298
Total from prior year	140		198	60		1,285

Part B2 - Full-time Non-instructional Staff by Occupational Category and Tenure Status**Number of Full-time Non-instructional Staff****As of November 1, 2014**

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
Research staff							0
Public Service staff							0
Archivists, Curators, and Museum Technicians 25-4010						2	2
Librarians 25-4020	4	3		3		17	27
Library Technicians 25-4030							0
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000						52	52
Management Occupations 11-0000						89	89
Business and Financial Operations Occupations 13-0000						81	81
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000						102	102
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000						92	92
Healthcare Practitioners and Technical Occupations 29-0000						17	17
Total	4	3	0	3	0	452	462
Total from prior year	6	2		1		425	434

Part G - Salaries Worksheet

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

Annual Salary, 2014-15

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the number of months that staff worked (which may differ from the number of months over which they are paid)
- Include **ONLY** full-time instructional staff
- Include instructional staff *with* faculty status and *without* faculty status
- Include instructional staff regardless of tenure status
- Balance column should include instructional staff whose annual salary covers less than 9 months worked

Gender and academic rank	Months worked				Total Staff for Salary reporting	Total Number of Months	Total full-time instructional staff from Part A	Balance (All other full-time instructional staff)
	12 months	11 months	10 months	9 months				
Men								
Professors			12	80	92	840		
Associate professors			6	59	65	591		
Assistant professors				46	46	414		
Instructors					0	0		
Lecturers				52	52	468		
No academic rank					0	0		
Total men	0	0	18	237	255	2,313	255	0
Women								
Professors			5	41	46	419		
Associate professors				43	43	387		
Assistant professors				53	53	477		
Instructors					0	0		
Lecturers				45	45	405		
No academic rank					0	0		
Total women	0	0	5	182	187	1,688	187	0
Total (men + women)	0	0	23	419	442	4,001	442	0

Part G - Salary outlays for instructional staff

Salary Outlays

for Full-time Instructional Staff

Annual Salary Outlays, 2014-15

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total Number of Months (from Part G, screen 1)	? Total Annual Salary Outlays	? Weighted Average Monthly Salaries
Men				
Professors	92	840	8,015,003	9,542
Associate professors	65	591	4,813,997	8,146
Assistant professors	46	414	3,138,480	7,581
Instructors	0	0		
Lecturers	52	468	2,390,575	5,108
No academic rank	0	0		
Total men	255	2,313	18,358,055	7,937
Women				
Professors	46	419	3,845,559	9,178
Associate professors	43	387	3,045,397	7,869
Assistant professors	53	477	3,356,941	7,038
Instructors	0	0		
Lecturers	45	405	1,952,093	4,820
No academic rank	0	0		
Total women	187	1,688	12,199,990	7,227
Total (men + women)	442	4,001	30,558,045	7,638

Part G - Salary outlays for non-instructional staff

Salary Outlays for <u>Full-time Non-instructional Staff</u> Annual Salary Outlays, 2014-15		
Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	0	
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	81	4,017,660
Management Occupations 11-0000	89	8,432,225
Business and Financial Operations Occupations 13-0000	81	4,101,862
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	102	6,555,355
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	92	4,386,893
Healthcare Practitioners and Technical Occupations 29-0000	17	961,804
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	141	4,996,975
Sales and Related Occupations 41-0000	2	180,000
Office and Administrative Support Occupations 43-0000	202	7,504,490
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	49	2,714,545
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2014

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino			
American Indian or Alaska Native	1		
Asian	2		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	54		
Two or more races	3		
Race and ethnicity unknown	38	1	
Total men	98	1	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	1		
Hispanic/Latino	5		
American Indian or Alaska Native	1		
Asian	4		
Black or African American	2		
Native Hawaiian or Other Pacific Islander			
White	66		
Two or more races	2		
Race and ethnicity unknown	52	1	
Total women	133	1	0

Total (men+women)	231	2	0
Total from prior year	216	1	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
Black or African American				2	2
Native Hawaiian or Other Pacific Islander					0
White				6	6
Two or more races					0
Race and ethnicity unknown		1		2	3
Total men	0	1	0	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					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	1	2		1	4
Two or more races					0
Race and ethnicity unknown		1		1	2
Total women	1	3	0	2	6

Total (men+women)	1	4	0	12	17
Total from prior year	1	4		13	18

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2014**

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

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
<u>Nonresident alien</u>					
<u>Hispanic/Latino</u>					
<u>American Indian or Alaska Native</u>					
<u>Asian</u>					
<u>Black or African American</u>					
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>		7		5	1
<u>Two or more races</u>					
<u>Race and ethnicity unknown</u>	1	2			
Total women	1	9	0	5	1
Total (men+women)	2	9	2	6	1
Total from prior year	2	12	3	8	1

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2014

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien						0
Hispanic/Latino						0
American Indian or Alaska Native						1
Asian						2
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White				2	1	67
Two or more races						3
Race and ethnicity unknown						42
Total men	0	0	2	1	0	117

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						1
Hispanic/Latino				2		7
American Indian or Alaska Native						1
Asian						4
Black or African American						2
Native Hawaiian or Other Pacific Islander						0
White	4			23		110
Two or more races						2
Race and ethnicity unknown				5		63

Total women	4	0	30	0	0	190
Total (men+women)	4	0	32	1	0	307
Total from prior year	1		36	2		300

Native Hawaiian or Other Pacific Islander										
White	19	14		2	20	11	2			68
Two or more races		2			2					4
Race and ethnicity unknown	1	3				1				5
Total women	22	21	0	2	24	13	3	1		86
Total (men+women)	45	39	0	2	46	25	6	1		164
Total from prior year	41	29		1	44	28	6	1		150

Part E - Part-time Staff by Occupational Category and Tenure Status**Number of Part-time Staff****As of November 1, 2014**

Occupational category	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure Track	Not on Tenure Track				
			Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract		
<u>Primarily Instruction</u>	22	1	0	33	175	0	231
? Exclusively credit	22	1		33	175		231
? Exclusively not-for-credit							0
Combined credit/not-for-credit							0
<u>Instruction/research/public service staff</u>							0
<u>Research staff</u>						2	2
<u>Public Service staff</u>							0
<u>Archivists, Curators, and Museum Technicians</u>						1	1
25-4010							
<u>Librarians</u>				4			4
25-4020							
<u>Library Technicians</u>							0
25-4030							
? <u>Student and Academic Affairs and Other Education Services Occupations</u>						12	12
25-2000 + 25-3000 + 25-9000							
<u>Management Occupations</u>						2	2
11-0000							
<u>Business and Financial Operations Occupations</u>						9	9
13-0000							
<u>Computer, Engineering, and Science Occupations</u>						2	2
15-0000 + 17-0000 + 19-0000							
<u>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations</u>						6	6
21-0000 + 23-0000 + 27-0000							
<u>Healthcare Practitioners and Technical Occupations</u>						1	1
29-0000							
Total	22	1	0	37	175	35	270
Total from prior year	19	2		3	196	41	261

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		25
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000		6
Healthcare Practitioners and Technical Occupations 29-0000		1
Total		471

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

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

- 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

Men

Race/ethnicity	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure	Not on Tenure Track				
	Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract			
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American				1			1
Native Hawaiian or Other Pacific Islander							0
White				3			3
Two or more races							0
Race and ethnicity unknown							0
Total men	0	0	0	4	0	0	4

Women

Race/ethnicity	With Faculty status					Without Faculty status	Total
	Tenured	On Tenure	Not on Tenure Track				
	Track	Multi-year, continuing, or at-will contract	Annual contract	Less-than-annual contract			
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				4			4
Two or more races							0
Race and ethnicity unknown							0
Total women	0	0	0	4	0	0	4
Total (men+women)	0	0	0	8	0	0	8

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and still on the payroll of the institution as of November 1, 2014)

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

Men

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	0			
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	3			
Two or more races	0			
Race and ethnicity unknown	0			
Total men	4	0	0	0

Women

Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
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	4			1
Two or more races	0			
Race and ethnicity unknown	0			
Total women	4	0	0	1
Total (men+women)	8	0	0	1

Part H - New Hires, Full-time Staff by Occupational Category
Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and
 still on the payroll of the institution as of November 1, 2014)

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

Women

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

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

Number of Newly Hired Full-time Staff

(Hired full-time between July 1 and October 31, 2014 and still on the payroll of the institution as of November 1, 2014)

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

Men

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

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
Hispanic/Latino						0
American Indian or Alaska Native						0
Asian						0
Black or African American						0
Native Hawaiian or Other Pacific Islander						0
White						5
Two or more races						0

Race and ethnicity unknown								0
Total women	0	0	0	0	0	0	0	5
Total (men+women)	0	0	0	0	0	0	0	9

Human Resources Survey Evaluation

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

none

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: Andrew Cleman		
Email: clemana@cwu.edu		

How long did it take to prepare this survey component?	32 hours	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 2015.

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 2014**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,298	307	1,400
Instructional Staff	442	231	519
Primary Instruction	0	231	77
Exclusively credit	0	231	77
Exclusively not-for-credit	0	0	0
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	442	0	442
Research Staff	0	2	1
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	81	17	87
Librarians, Curators, and Archivists SOC 25-4000	29	5	31
Archivists, Curators, and Museum Technicians SOC 25-4010	2	1	2
Librarians SOC 25-4020	27	4	28
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	52	12	56
Management Occupations SOC 11-0000	89	2	90
Business and Financial Operations Occupations SOC 13-0000	81	9	84
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	102	2	103
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	92	6	94
Healthcare Practitioners and Technical Occupations SOC 29-0000	17	1	17
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	141	4	142
Sales and Related Occupations SOC 41-0000	2	0	2
Office and Administrative Support Occupations SOC 43-0000	202	32	213
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	49	1	49

**Number of staff by employment status and occupational category:
Fall 2014**

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

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2014-15**

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			23	419	442	4,001	\$30,558,045	\$7,638
Professor			17	121	138	1,259	\$11,860,562	\$9,421
Associate professor			6	102	108	978	\$7,859,394	\$8,036
Assistant professor				99	99	891	\$6,495,421	\$7,290
Instructor								
Lecturer				97	97	873	\$4,342,668	\$4,974
No academic rank								

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

Central Washington University (234827)

Source	Description	Severity	Resolved	Options
Global Edits				
Perform Edits	The distribution by race/ethnicity for men is different than expected when compared with the data reported by your institution in the prior year. Please correct your data or explain. (Error #1920)	Explanation	Yes	
Reason:	Better reporting tools were implemented to more accurately capture and display race/ethnicity data.			
Perform Edits	The distribution by race/ethnicity for women is different than expected when compared with the data reported by your institution in the prior year. Please correct your data or explain. (Error #1921)	Explanation	Yes	
Reason:	Better reporting tools were implemented to more accurately capture and display race/ethnicity data.			
Screen: B1 - FT Non-instructional, 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:	HR re-categorized approximately 30 positions/job codes to utilize this classification.			
Screen: G - Salary Outlays, Non-instructional Staff				
Screen Entry	The amount entered in Part G for Total annual salary outlays for Sales and Related Occupations (\$180,000) is outside the expected range of between \$40,000 and \$140,000 based on an estimated average salary of between \$20,000 and \$70,000 per individual for this category. Please correct your data or explain. (Error #1377)	Explanation	Yes	
Reason:	A new position was filled at a higher salary than last year.			
Related Screens:	G - Salary Outlays, Non-instructional Staff			
Screen: D - PT Staff, Occupation - 4				
Screen Entry	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:	Race/Ethnicity is self-reported and is voluntary.			
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 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Better reporting tools this year allow more segmented classification methods. These part-time employees are on annual contracts.			