

Institution: Central Washington University (234827)
User ID: P2348271

Overview

Human Resources Overview

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

Data Reporting Reminders

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

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

Resources:

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

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

Human Resources Screening Questions

Does your institution have any part-time staff?

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

No

Yes

Does your institution have graduate assistants?

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

No

Yes

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

No

Yes

Does your institution have a tenure system?

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

No

Yes

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

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2016

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			2				2
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian			1				1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White			15				15
Two or more races							0
Race and ethnicity unknown			25				25
Total men	0	0	43	0	0	0	43

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien			1				1
Hispanic/Latino			4				4
American Indian or Alaska Native							0
Asian			3				3
Black or African American			1				1
Native Hawaiian or Other Pacific Islander							0
White			33				33
Two or more races							0
Race and ethnicity unknown			10				10
Total women	0	0	52	0	0	0	52

Total (men+women) 0 0 95 0 0 0 95

Total from prior year 96

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

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

As of November 1, 2016

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

Men

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

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

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

As of November 1, 2016

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino					2		2
American Indian or Alaska Native							0
Asian							0
Black or African American					2		2
Native Hawaiian or Other Pacific Islander							0
White					46		46
Two or more races							0
Race and ethnicity unknown					17		17
Total men	0	0	0	0	67	0	67

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien							0
Hispanic/Latino					2		2
American Indian or Alaska Native							0
Asian					1		1
Black or African American							0
Native Hawaiian or Other Pacific Islander							0
White					32		32
Two or more races					1		1
Race and ethnicity unknown					18		18
Total women	0	0	0	0	54	0	54

Total (men+women)	0	0	0	0	121	0	121
Total from prior year							122

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

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

As of November 1, 2016

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

Men							
Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien				0			0
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
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 - Indefinite duration Contract

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

As of November 1, 2016

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

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2016

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

Men

Race/ethnicity	Without Faculty Status
Nonresident alien	0
Hispanic/Latino	
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	
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 A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2016

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	7	4	11
Hispanic/Latino	8	10	18
American Indian or Alaska Native	1	1	2
Asian	10	10	20
Black or African American	6	4	10
Native Hawaiian or Other Pacific Islander	4	0	4
White	177	134	311
Two or more races	0	1	1
Race and ethnicity unknown	53	37	90
Total	266	201	467
Total from prior year			473

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

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

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	7		
Hispanic/Latino	8		0
American Indian or Alaska Native	1		
Asian	10		
Black or African American	6		
Native Hawaiian or Other Pacific Islander	4		
White	177	1	
Two or more races	0		
Race and ethnicity unknown	53		
Total men	266	1	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	4		
Hispanic/Latino	10		
American Indian or Alaska Native	1		
Asian	10		
Black or African American	4		
Native Hawaiian or Other Pacific Islander	0		
White	134		
Two or more races	1		
Race and ethnicity unknown	37		
Total women	201	0	0

Total (men+women) 467 1 0

Total from prior year **473**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien		1		1
Hispanic/Latino	0	1	0	1
American Indian or Alaska Native				
Asian				
Black or African American				1
Native Hawaiian or Other Pacific Islander				1
White		7		16
Two or more races				
Race and ethnicity unknown		1		3
Total men	0	10	0	23

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				1
American Indian or Alaska Native			0	
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White	2	15		3
Two or more races				
Race and ethnicity unknown		5		3
Total women	2	20	0	7
Total (men+women)	2	30	0	30
Total from prior year	2	29		30

Part B1 - Full-time Non-instructional Staff by Occupational Category**Number of Full-time Non-instructional Staff****by Occupational Category****As of November 1, 2016**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien					
Hispanic/Latino	5	3	6	12	1
American Indian or Alaska Native		1	2	1	
Asian		1	2		
Black or African American	2			4	
Native Hawaiian or Other Pacific Islander	1		1		
White	25	22	54	26	3
Two or more races	1			1	
Race and ethnicity unknown	5	6	8	3	1
Total men	39	33	73	47	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				1	
Hispanic/Latino	1	7	1	7	
American Indian or Alaska Native					
Asian			2		
Black or African American	2	3		2	
Native Hawaiian or Other Pacific Islander	1				
White	32	68	21	36	10
Two or more races	1		2	2	
Race and ethnicity unknown	10	9	4	5	2
Total women	47	87	30	53	12
Total (men+women)	86	120	103	100	17
Total from prior year	89	97	96	96	17

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

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

As of November 1, 2016

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	1					10
Hispanic/Latino	4			2	1	44
American Indian or Alaska Native	1					6
Asian	4	0				17
Black or African American				2	1	16
Native Hawaiian or Other Pacific Islander						7
White	59			24	42	456
Two or more races	1			1		4
Race and ethnicity unknown	11			6	9	106
Total men	81	0	35	53	0	666

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						5
Hispanic/Latino	3			8		38
American Indian or Alaska Native				2		3
Asian	1	0		3		16
Black or African American				3		14
Native Hawaiian or Other Pacific Islander				1		2
White	48			147	2	518
Two or more races	2			4		12
	10			25	1	111

Race and ethnicity unknown						
Total women	64	0	193	3	0	719
Total (men+women)	145	0	228	56	0	1,385
Total from prior year	135	2	225	54		1,345

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

Number of <u>Full-time</u> Non-instructional Staff								
As of November 1, 2016								
Occupational category	With <u>Faculty Status</u>						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Research staff							1	1
Public Service staff								0
Archivists, Curators, and Museum Technicians							2	2
25-4010								
Librarians	6	6					18	30
25-4020								
Library Technicians								0
25-4030								
Student and Academic Affairs and Other Education Services Occupations							30	30
25-2000 + 25-3000 + 25-9000								
Management Occupations							86	86
11-0000								
Business and Financial Operations Occupations							120	120
13-0000								
Computer, Engineering, and Science Occupations							103	103
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							100	100
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations							17	17
29-0000								
Total	6	6	0	0	0	0	477	489
Total from prior year	5	6					445	456

Part G - Salaries Worksheet

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

Annual Salary, 2016-17

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting	Total number of months
	12 months	11 months	10 months	9 months	< 9 months			
Men								
Professors				90		90	90	810
Associate professors				66		66	66	594
Assistant professors				43		43	43	387
Instructors						0	0	0
Lecturers				67		67	67	603
No academic rank						0	0	0
Total men	0	0	0	266	0	266	266	2,394
Total men full-time instructional staff from Part A						266		
Women								
Professors				53		53	53	477
Associate professors				42		42	42	378
Assistant professors				52		52	52	468
Instructors						0	0	0
Lecturers				54		54	54	486
No academic rank						0	0	0
Total women	0	0	0	201	0	201	201	1,809
Total women full-time instructional staff from Part A						201		
Total (men + women)	0	0	0	467	0	467	467	4,203
Total (men +women) full-time instructional staff from Part A						467		

Part G - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2016-17

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

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Total number of months (from Part G, screen 1)	Salary Outlays				Weighted average monthly salaries
			12 months	11 months	10 months	9 months	
Men							
Professors	90	810				8,242,445	10,176
Associate professors	66	594				4,945,008	8,325
Assistant professors	43	387				2,556,951	6,607
Instructors	0	0					
Lecturers	67	603				2,562,689	4,250
No academic rank	0	0					
Total men	266	2,394	0	0	0	18,307,093	7,647
Women							
Professors	53	477				4,485,619	9,404
Associate professors	42	378				3,073,142	8,130
Assistant professors	52	468				2,526,476	5,398
Instructors	0	0					
Lecturers	54	486				2,209,352	4,546
No academic rank	0	0					
Total women	201	1,809	0	0	0	12,294,589	6,796
Total (men + women)	467	4,203	0	0	0	30,601,682	7,281

Part G - Average Salary by academic rank

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

Annual Average Salaries, 2016-17

Gender and academic rank	Average Salaries				Equated 9-month Average Salary
	12 months	11 months	10 months	9 months	
Men					
Professors				91,583	91,583
Associate professors				74,924	74,924
Assistant professors				59,464	59,464
Instructors					
Lecturers				38,249	38,249
No academic rank					
Total men				68,824	68,824
Women					
Professors				84,634	84,634
Associate professors				73,170	73,170
Assistant professors				48,586	48,586
Instructors					
Lecturers				40,914	40,914
No academic rank					
Total women				61,167	61,167
Total (men + women)				65,528	65,528

Part G - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2016-17

Occupational category	Number of full-time staff (carried forward from previous screens)	Total annual salary outlays
Research staff	1	32,688
Public Service staff	0	
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	62	3,081,114
Management Occupations 11-0000	86	8,899,147
Business and Financial Operations Occupations 13-0000	120	6,618,289
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	103	6,861,906
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	100	4,992,751
Healthcare Practitioners and Technical Occupations 29-0000	17	1,067,768
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	145	5,221,317
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	228	9,333,077
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	56	3,265,688
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, 2016

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

Men			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien			
Hispanic/Latino	1		
American Indian or Alaska Native	2		
Asian	2		
Black or African American	2		
Native Hawaiian or Other Pacific Islander			
White	54		
Two or more races			
Race and ethnicity unknown	28		
Total men	89	0	0
Women			
Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	3		
Hispanic/Latino	4		
American Indian or Alaska Native			
Asian	3		
Black or African American			
Native Hawaiian or Other Pacific Islander			
White	68		
Two or more races			
Race and ethnicity unknown	46		
Total women	124	0	0
Total (men+women)	213	0	0
Total from prior year	213	2	

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2016

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

Men

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000	Library and Student and Academic Affairs and Other Education Services Occupations
Nonresident alien					0
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				6	6
Two or more races					0
Race and ethnicity unknown				4	4
Total men	0	0	0	13	13

Women

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

Total (men+women)	0	0	0	16	16
Total from prior year	1			10	11

Part D - Part-time Staff by Occupational Category**Number of Part-time Staff****As of November 1, 2016**

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<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	1
<u>Two or more races</u>					
<u>Race and ethnicity unknown</u>	1				
Total men	1	0	1	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>	1				
<u>Native Hawaiian or Other Pacific Islander</u>					
<u>White</u>	1	5		3	2
<u>Two or more races</u>					
<u>Race and ethnicity unknown</u>	1	1			1
Total women	3	6	0	3	3
Total (men+women)	4	6	1	4	3
Total from prior year	1	9	3	4	2

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2016

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)	
Nonresident alien						0	
Hispanic/Latino						1	
American Indian or Alaska Native						3	
Asian						2	
Black or African American						4	
Native Hawaiian or Other Pacific Islander						0	
White					1	63	
Two or more races						0	
Race and ethnicity unknown						33	
Total men	0	0	0		1	0	106

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						3
Hispanic/Latino						4
American Indian or Alaska Native						0
Asian						3
Black or African American				1		2
Native Hawaiian or Other Pacific Islander						0
White	6			15		102
Two or more races				1		1
Race and ethnicity unknown	1			2		53

Total women	7	0	19	0	0	168
Total (men+women)	7	0	19	1	0	274
Total from prior year	7		28	1		281

Part D - Graduate assistants

Number of Graduate Assistants

As of November 1, 2016

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien		1		1
Hispanic/Latino	2			2
American Indian or Alaska Native				0
Asian				0
Black or African American	2			2
Native Hawaiian or Other Pacific Islander				0
White	43	7		50
Two or more races	4			4
Race and ethnicity unknown	7			7
Total men	58	8		66

Women

Race/ethnicity	Teaching 25-1191	Research	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	Total
Nonresident alien	1			1
Hispanic/Latino	11	2		13
American Indian or Alaska Native				0
Asian				2
Black or African American				1
Native Hawaiian or Other Pacific Islander				0
White	50	8		58
Two or more races	3	1		4
Race and ethnicity unknown	2			2
Total women	67	11		78
Total (men+women)	125	19		144
Total from prior year	119	32		151

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

Number of Part-time Staff

As of November 1, 2016

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year contract	Annual contract	Less-than-annual contract			
Primarily Instruction	17	2	0	23	171	0	0	213
? Exclusively credit	17	2		23	169			211
? Exclusively not-for-credit					2			2
Combined credit/not-for-credit								0
Instruction/research/public service staff								0
Research staff								0
Public Service staff								0
Archivists, Curators, and Museum Technicians								0
25-4010								0
Librarians								0
25-4020								0
Library Technicians								0
25-4030								0
? Student and Academic Affairs and Other Education Services Occupations							16	16
25-2000 + 25-3000 + 25-9000								
Management Occupations							4	4
11-0000								
Business and Financial Operations Occupations							6	6
13-0000								
Computer, Engineering, and Science Occupations							1	1
15-0000 + 17-0000 + 19-0000								
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations							4	4
21-0000 + 23-0000 + 27-0000								
Healthcare Practitioners and Technical Occupations							3	3
29-0000								
Total	17	2	0	23	171	0	34	247
Total from prior year	14	0		27	172		32	245

Part F - Part-time Summary**Summary of Part-time Staff****As of November 1, 2016**

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track					
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)		
Primarily Instruction	17	2	0	23	171	0	213	
Exclusively credit	17	2		23	169		211	
Exclusively not-for-credit					2		2	
Combined credit/not-for-credit							0	
Instruction/research/public service staff							0	
Research staff							0	
Public Service staff							0	
Archivists, Curators, and Museum Technicians 25-4010							0	
Librarians 25-4020							0	
Library Technicians 25-4030							0	
Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000							16	
Management Occupations 11-0000							4	
Business and Financial Operations Occupations 13-0000							6	
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000							1	
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000							4	
Healthcare Practitioners and Technical Occupations 29-0000							3	
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000							7	
Sales and Related Occupations 41-0000							0	
Office and Administrative Support Occupations 43-0000							19	
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000							1	
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000							0	
Graduate Assistants							181	
Teaching 25-1191							125	
Research							19	
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000,							37	

25-4010, 25-4020, 25-4030,
25-2000, 25-3000, 25-9000,
29-0000

Total

455

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

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

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

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	
Hispanic/Latino							0	
American Indian or Alaska Native							0	
Asian		1					1	
Black or African American				1			1	
Native Hawaiian or Other Pacific Islander							0	
White	1	2		9			12	
Two or more races							0	
Race and ethnicity unknown	2	5		5			12	
Total men	3	8	0	15	0	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	
Hispanic/Latino				2			2	
American Indian or Alaska Native							0	
Asian		1					1	
Black or African American		1					1	
Native Hawaiian or Other Pacific Islander							0	
White	1	4		6			11	
Two or more races							0	
Race and ethnicity unknown		2		7			9	
Total women	1	8	0	15	0	0	24	
Total (men+women)	4	16	0	30	0	0	50	

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

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0		1
Hispanic/Latino	0			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	12			
Two or more races	0			
Race and ethnicity unknown	12			
Total men	26	0	0	1

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0			
Hispanic/Latino	2			
American Indian or Alaska Native	0			
Asian	1			
Black or African American	1			
Native Hawaiian or Other Pacific Islander	0			
White	11			
Two or more races	0			
Race and ethnicity unknown	9			
Total women	24	0	0	0
Total (men+women)	50	0	0	1

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

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

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

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

Total (men+women)	0	7	5	10	1
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

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

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien						1
Hispanic/Latino						3
American Indian or Alaska Native						1
Asian	1					2
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	2		3		2	29
Two or more races			1			1
Race and ethnicity unknown						12
Total men	3	0	4	2	0	50

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	1		1			6
American Indian or Alaska Native						0
Asian						1
Black or African American						1
Native Hawaiian or Other Pacific Islander						0
White	1		7			25
Two or more races			1			1
						10

Race and ethnicity unknown							
Total women	2	0	9	0	0	44	
Total (men+women)	5	0	13	2	0	94	

Human Resources Survey Evaluation

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

Employees in University Advancement/Foundation.

Prepared by

This survey component was prepared by:

<input checked="" 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 type="radio"/> Other

Name: Claire Layman
Email: claire.layman@cwu.edu

How long did it take to prepare this survey component?	30hours	20minutes
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The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data. The Keyholder will be copied on all email correspondence to other preparers.

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

Thank you for your assistance.

Summary**Human Resources Component Summary**

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

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

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

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,385	274	1,476
Instructional Staff	467	213	538
Primary Instruction	467	213	538
Exclusively credit	464	211	534
Exclusively not-for-credit	3	2	4
Combined credit/not-for-credit	0	0	0
Instruction/research/public service	0	0	0
Research Staff	1	0	1
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	62	16	67
Librarians, Curators, and Archivists SOC 25-4000	32	0	32
Archivists, Curators, and Museum Technicians SOC 25-4010	2	0	2
Librarians SOC 25-4020	30	0	30
Library Technicians SOC 25-4030	0	0	0
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	30	16	35
Management Occupations SOC 11-0000	86	4	87
Business and Financial Operations Occupations SOC 13-0000	120	6	122
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	103	1	103
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	100	4	101
Healthcare Practitioners and Technical Occupations SOC 29-0000	17	3	18
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	145	7	147
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	228	19	234
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	56	1	56

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

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

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

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks				467	467	4,203	\$30,601,682	\$7,281
Professor				143	143	1,287	\$12,728,064	\$9,890
Associate professor				108	108	972	\$8,018,150	\$8,249
Assistant professor				95	95	855	\$5,083,427	\$5,946
Instructor								
Lecturer				121	121	1,089	\$4,772,041	\$4,382
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
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:	The providing of race and ethnicity are optional for employment and therefore, our numbers of unreported are increasing.			
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:	The providing of race and ethnicity are optional for employment and therefore, our numbers of unreported are increasing.			
Screen: B1 - FT Non-instructional, Occupation - 4				
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:	Individuals previously reported in category were recategorized into Business/Finance to better reflect current responsibilities.			
Screen: D - PT Staff, Occupation - 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:	Corrected the coding of two positions.			
Screen: D - PT Staff, Occupation - 2				
Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Reclassification of position			
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:	The providing of race and ethnicity are optional for employment and therefore, our numbers of unreported are increasing.			
Related Screens:	D - PT Staff, Occupation - 4			
Screen: D - Graduate Assistants				
Screen Entry	This number is outside the expected range of between 21 and 43 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
Reason:	Prior year's value was a historical high for Graduate Assistants.			
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:	The providing of race and ethnicity are optional for employment and therefore, our numbers of unreported are increasing.			
Perform Edits	The total number of new hires (50) is outside the expected range of between -6 and 46 based on the number of full-time staff reported in the prior year and the number of full-time staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes	
Reason:	This was an unusually high year for the number of new faculty hires for our University.			
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:	The providing of race and ethnicity are optional for employment and therefore, our numbers of unreported are increasing.			

Related H - New Hires, Occupation - 3
Screens: