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 data to accurately reflect the time period corresponding with the IPEDS survey component, even if such reporting is seemingly inconsistent with prior-year reporting.
- 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 -- which will have basic reporting concepts that will assist you in completing the Human Resources survey component.

Changes in reporting
The following changes were implemented for the 2023-24 data collection period:
- Rephrased "remedial education" terminology in survey materials to "developmental education," including Glossary terms
- Added FAQ regarding staff who provide instruction or services to incarcerated students.

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

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

Does your institution have any part-time staff?
If you answer Yes to this question, you will be provided the screens to report part-time staff.

☐ No
☐ Yes

Does your institution have graduate assistants?
If you answer Yes to this question, you will be provided the screens to report graduate assistants.

☐ No
☐ Yes

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

☐ No
☐ Yes

Does your institution have a tenure system?
If you answer Yes to this question, you will be provided the screens to report some data by tenure status.

☐ No
☐ Yes

Did your institution hire any persons for full-time permanent employment either for the first time (new to the institution) or after a break in service on the payroll as of November 1, 2023?
(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 box below to provide additional context for the data you have reported above.
### Number of Full-time Instructional Staff With Faculty Status: Tenured

As of November 1, 2023

- 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

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Academic Rank</th>
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Total (men+women) 243 203 0 0 0 0 446

Total from prior year 431
**Number of Full-time Instructional Staff With Faculty Status On Tenure Track**

As of November 1, 2023

- 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

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| Total (men+women)          | 0             | 1                 | 105   | 0     | 0        | 0       |
| Total from prior year      |               |                   |       |       |          | 112     |
**Number of Full-time Instructional Staff With Faculty Status Not on Tenure Track - Multi-Year Contract**

As of November 1, 2023

- 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

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### Women

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**Total (men+women)**: 70

**Total from prior year**: 74
### Number of Full-time Instructional Staff With Faculty Status Not on Tenure Track - Annual Contract

As of November 1, 2023

- 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

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Total (men+women) 0 0 0 64 0 0 0 64

Total from prior year 57
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, 2023

- 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

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### Women

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### Total (men+women)

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<tr>
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### Number of Full-time Instructional Staff With Faculty Status Not on Tenure Track - Indefinite duration contract

As of November 1, 2023
- 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

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<tr>
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<th>Associate professors</th>
<th>Assistant professors</th>
<th>Instructors</th>
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<th>Assistant professors</th>
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Total (men+women)                              0          0          0          0          0          0          0
### Number of Full-time Instructional Staff Without Faculty Status

As of November 1, 2023

- 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

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#### Women

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Total (men+women) 0

Total from prior year
### Number of Full-time Instructional Staff

As of November 1, 2023

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

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</tr>
<tr>
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<tr>
<td>Combined credit/not-for-credit</td>
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</tr>
<tr>
<td>Instruction/research/public service staff</td>
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## Number of Full-time Instructional Staff

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<th>Without Faculty Status</th>
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<tr>
<td>Instruction/research/public service staff</td>
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### Race/ethnicity

<table>
<thead>
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<th>Total men</th>
<th>Total women</th>
<th>Total (men+women)</th>
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<td><strong>329</strong></td>
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</table>

Total from prior year: 684
Number of Full-time Non-instructional Staff by Occupational Category
As of November 1, 2023
- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

### Men

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Instructional Staff (carried forward from Part A)</th>
<th>Research staff</th>
<th>Public Service staff</th>
</tr>
</thead>
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<td>U.S. Nonresident</td>
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<tr>
<td>Total men</td>
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### Women

<table>
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<tr>
<th>Race/ethnicity</th>
<th>Instructional Staff (carried forward from Part A)</th>
<th>Research staff</th>
<th>Public Service staff</th>
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<tr>
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</table>

Total (men+women)                     | 686                                              | 0              | 0                    |
Total from prior year                 | 684                                              |                |                      |
### Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023
- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

#### Men

<table>
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#### Women

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Total (men+women) 2 26 12 33

Total from prior year 2 23 10 30
### Number of Full-time Non-instructional Staff by Occupational Category

As of November 1, 2023

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

#### Men

<table>
<thead>
<tr>
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#### Women

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<td></td>
<td></td>
</tr>
<tr>
<td>White</td>
<td>18</td>
<td></td>
<td>37</td>
<td></td>
<td>29</td>
</tr>
<tr>
<td>Two or more races</td>
<td>3</td>
<td></td>
<td>3</td>
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</tr>
<tr>
<td>Race and ethnicity unknown</td>
<td>2</td>
<td></td>
<td>6</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td><strong>Total women</strong></td>
<td><strong>30</strong></td>
<td><strong>113</strong></td>
<td><strong>54</strong></td>
<td><strong>34</strong></td>
<td><strong>5</strong></td>
</tr>
</tbody>
</table>

**Total (men + women)**: 72 173 166 52 11

**Total from prior year**: 69 176 165 59 15
## Part B1 - Full-time Non-instructional Staff by Occupational Category

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

**As of November 1, 2023**

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

### Men

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</th>
<th>Sales and Related Occupations 41-0000</th>
<th>Office and Administrative Support Occupations 43-0000</th>
<th>Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</th>
<th>Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000</th>
<th>Grand Total (All full-time staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Nonresident</td>
<td>1</td>
<td>0</td>
<td></td>
<td></td>
<td></td>
<td>35</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td></td>
<td>6</td>
<td></td>
<td>7</td>
<td>1</td>
<td>39</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>7</td>
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<tr>
<td>Asian</td>
<td>2</td>
<td>13</td>
<td></td>
<td>1</td>
<td>1</td>
<td>49</td>
</tr>
<tr>
<td>Black or African American</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>17</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>White</td>
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<td>93</td>
<td>46</td>
<td>8</td>
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<tr>
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<td>8</td>
<td></td>
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<td>41</td>
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<tr>
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<td>58</td>
<td>58</td>
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<tr>
<td>Total men</td>
<td>21</td>
<td>0</td>
<td>133</td>
<td>66</td>
<td>12</td>
<td>853</td>
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</table>

### Women

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</th>
<th>Sales and Related Occupations 41-0000</th>
<th>Office and Administrative Support Occupations 43-0000</th>
<th>Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</th>
<th>Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000</th>
<th>Grand Total (All full-time staff)</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Nonresident</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>29</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>58</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>4</td>
</tr>
<tr>
<td>Asian</td>
<td>3</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>57</td>
</tr>
<tr>
<td>Black or African American</td>
<td>1</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>13</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>White</td>
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<td></td>
<td>220</td>
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<td>668</td>
<td>668</td>
</tr>
<tr>
<td>Two or more races</td>
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<td></td>
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<td>2</td>
<td>46</td>
<td>46</td>
</tr>
<tr>
<td>Race and ethnicity unknown</td>
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<td></td>
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<td>57</td>
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<tr>
<td>Total women</td>
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<td>289</td>
<td>4</td>
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<td>933</td>
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</tbody>
</table>

**Total (men+women):** 49 0 422 70 12 1,786

**Total from prior year:** 53 406 70 11 1,774
Number of Full-time Non-instructional Staff by Occupational Category and Tenure Status
As of November 1, 2023

<table>
<thead>
<tr>
<th>Occupational category</th>
<th>With Faculty Status</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Tenured</td>
<td></td>
</tr>
<tr>
<td></td>
<td>On Tenure Track</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Multi-year</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Annual contract</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Less-than-annual</td>
<td></td>
</tr>
<tr>
<td></td>
<td>indefinite duration</td>
<td></td>
</tr>
<tr>
<td>Research staff</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Public Service staff</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Archivists, Curators, and Museum Technicians</td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>25-4010</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Librarians and Media Collections Specialists</td>
<td></td>
<td>9</td>
</tr>
<tr>
<td>25-4020</td>
<td>12</td>
<td></td>
</tr>
<tr>
<td>Library Technicians</td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>25-4030</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student and Academic Affairs and Other</td>
<td></td>
<td>33</td>
</tr>
<tr>
<td>Education Services Occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>25-2000 + 25-3000 + 25-9000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management Occupations</td>
<td></td>
<td>58</td>
</tr>
<tr>
<td>11-0000</td>
<td>14</td>
<td></td>
</tr>
<tr>
<td>Business and Financial Operations Occupations</td>
<td></td>
<td>173</td>
</tr>
<tr>
<td>13-0000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer Engineering and Science Occupations</td>
<td></td>
<td>166</td>
</tr>
<tr>
<td>15-0000 + 17-0000 + 19-0000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Community, Social Service, Legal Arts,</td>
<td></td>
<td>51</td>
</tr>
<tr>
<td>Design, Entertainment, Sports, and Media</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>21-0000 + 23-0000 + 27-0000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical</td>
<td></td>
<td>11</td>
</tr>
<tr>
<td>Occupations</td>
<td></td>
<td></td>
</tr>
<tr>
<td>29-0000</td>
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</tr>
<tr>
<td>Total</td>
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<td>515</td>
</tr>
<tr>
<td></td>
<td></td>
<td>547</td>
</tr>
</tbody>
</table>

Total from prior year                       |                     |   522 |
|                                             |                     | 550   |
### Summary of Full-time Staff

As of November 1, 2023

- Data will not be generated on this screen until the relevant screens in the previous section have been completed.

<table>
<thead>
<tr>
<th>Occupational category</th>
<th>With Faculty Status</th>
<th>Without Faculty Status</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Tenured</td>
<td>On Tenure Track</td>
<td>Not on Tenure Track</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Multiyear</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Annual contract</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Less-than-annual contract</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Indefinite duration (continuing or at-will)</td>
</tr>
<tr>
<td>Primarily Instruction</td>
<td>446</td>
<td>106</td>
<td>70</td>
</tr>
<tr>
<td>Exclusively credit</td>
<td>446</td>
<td>106</td>
<td>67</td>
</tr>
<tr>
<td>Exclusively not-for-credit</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Combined credit/not-for-credit</td>
<td></td>
<td></td>
<td>3</td>
</tr>
<tr>
<td>Instruction/research/public service staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Research staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Public Service staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Archivists, Curators, and Museum Technicians 25-4010</td>
<td></td>
<td></td>
<td>2</td>
</tr>
<tr>
<td>Librarians and Media Collections Specialists 25-4020</td>
<td>12</td>
<td>5</td>
<td>9</td>
</tr>
<tr>
<td>Library Technicians 25-4030</td>
<td></td>
<td></td>
<td>12</td>
</tr>
<tr>
<td>Management Occupations 11-0000</td>
<td></td>
<td></td>
<td>14</td>
</tr>
<tr>
<td>Business and Financial Operations Occupations 13-0000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Computer, Engineering, and Science Occupinations 15-0000 + 17-0000 + 19-0000</td>
<td></td>
<td></td>
<td>166</td>
</tr>
<tr>
<td>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000</td>
<td></td>
<td></td>
<td>51</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical Occupations 29-0000</td>
<td></td>
<td></td>
<td>11</td>
</tr>
<tr>
<td>Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</td>
<td></td>
<td></td>
<td>49</td>
</tr>
<tr>
<td>Sales and Related Occupations 41-0000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Office and Administrative Support Occupations 43-0000</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</td>
<td></td>
<td></td>
<td>70</td>
</tr>
<tr>
<td>Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000</td>
<td></td>
<td></td>
<td>12</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Institution: Western Washington University (237011)
Institution: Western Washington University (237011)

Part G1 - Salaries Worksheet

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

Annual Salary 2023-24

- 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

<table>
<thead>
<tr>
<th>Men</th>
<th>Academic Rank</th>
<th>12 months</th>
<th>11 months</th>
<th>10 months</th>
<th>9 months</th>
<th>&lt; 9 months</th>
<th>Total Staff</th>
<th>Total staff for salary reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Professors</td>
<td>7</td>
<td>0</td>
<td>18</td>
<td>121</td>
<td>0</td>
<td>146</td>
<td>146</td>
</tr>
<tr>
<td></td>
<td>Associate professors</td>
<td>0</td>
<td>0</td>
<td>5</td>
<td>102</td>
<td>0</td>
<td>107</td>
<td>107</td>
</tr>
<tr>
<td></td>
<td>Assistant professors</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>42</td>
<td>0</td>
<td>42</td>
<td>42</td>
</tr>
<tr>
<td></td>
<td>Instructors</td>
<td>5</td>
<td>0</td>
<td>0</td>
<td>56</td>
<td>1</td>
<td>62</td>
<td>61</td>
</tr>
<tr>
<td></td>
<td>Lecturers</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>No academic rank</td>
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<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Total men</td>
<td>12</td>
<td>0</td>
<td>23</td>
<td>321</td>
<td>1</td>
<td>357</td>
<td>356</td>
</tr>
</tbody>
</table>

Total men full-time instructional staff from Part A: 357

<table>
<thead>
<tr>
<th>Women</th>
<th>Academic Rank</th>
<th>12 months</th>
<th>11 months</th>
<th>10 months</th>
<th>9 months</th>
<th>&lt; 9 months</th>
<th>Total Staff</th>
<th>Total staff for salary reporting</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Professors</td>
<td>1</td>
<td>1</td>
<td>12</td>
<td>83</td>
<td>0</td>
<td>97</td>
<td>97</td>
</tr>
<tr>
<td></td>
<td>Associate professors</td>
<td>2</td>
<td>0</td>
<td>4</td>
<td>91</td>
<td>0</td>
<td>97</td>
<td>97</td>
</tr>
<tr>
<td></td>
<td>Assistant professors</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>63</td>
<td>0</td>
<td>63</td>
<td>63</td>
</tr>
<tr>
<td></td>
<td>Instructors</td>
<td>1</td>
<td>2</td>
<td>0</td>
<td>57</td>
<td>2</td>
<td>72</td>
<td>70</td>
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<tr>
<td></td>
<td>Lecturers</td>
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<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>No academic rank</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td></td>
<td>Total women</td>
<td>4</td>
<td>3</td>
<td>16</td>
<td>304</td>
<td>2</td>
<td>329</td>
<td>327</td>
</tr>
</tbody>
</table>

Total women full-time instructional staff from Part A: 329

<table>
<thead>
<tr>
<th>Total (men+women)</th>
<th>16</th>
<th>3</th>
<th>39</th>
<th>625</th>
<th>3</th>
<th>686</th>
<th>683</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total (men+women) full-time instructional staff from Part A</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Salary Outlays for Full-time Instructional Staff

### Annual Salary Outlays, 2023-24

- 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, **Part G1 – Salaries Worksheet**
- Using the TOTAL ANNUAL salary outlays data provided, the system will calculate the Equated 9 months by academic rank and gender.

### Men

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>Total staff for salary reporting (from Part G, screen 1)</th>
<th>① Salary Outlays</th>
<th>② Equated 9 months</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>12 months</td>
<td>11 months</td>
</tr>
<tr>
<td>Professors</td>
<td></td>
<td>146</td>
<td>1,361,531</td>
</tr>
<tr>
<td>Associate professors</td>
<td></td>
<td>107</td>
<td>110,307</td>
</tr>
<tr>
<td>Assistant professors</td>
<td></td>
<td>42</td>
<td>331,307</td>
</tr>
<tr>
<td>Instructors</td>
<td></td>
<td>61</td>
<td>331,307</td>
</tr>
<tr>
<td>Lecturers</td>
<td></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>No academic rank</td>
<td></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Total men</td>
<td></td>
<td>356</td>
<td>1,692,838</td>
</tr>
</tbody>
</table>

### Women

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>Total staff for salary reporting (from Part G, screen 1)</th>
<th>① Salary Outlays</th>
<th>② Equated 9 months</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>12 months</td>
<td>11 months</td>
</tr>
<tr>
<td>Professors</td>
<td></td>
<td>97</td>
<td>208,664</td>
</tr>
<tr>
<td>Associate professors</td>
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<td>97</td>
<td>255,537</td>
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<td>Assistant professors</td>
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<tr>
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<td></td>
<td>70</td>
<td>78,486</td>
</tr>
<tr>
<td>Lecturers</td>
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<td>0</td>
<td></td>
</tr>
<tr>
<td>No academic rank</td>
<td></td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Total women</td>
<td></td>
<td>227</td>
<td>542,687</td>
</tr>
</tbody>
</table>

| Total (men + women)    |                                                          | 683       | 2,235,525 | 285,623   | 5,752,831  | 62,687,059 | 69,774,890 |
### Average Salary by academic rank for Full-time Instructional Staff

#### Annual Average Salaries, 2023-24

<table>
<thead>
<tr>
<th>Men</th>
<th>Academic Rank</th>
<th>Total staff for salary reporting (from Part G, screen 1)</th>
<th>12 months</th>
<th>11 months</th>
<th>10 months</th>
<th>9 months</th>
<th>Equated 9 months</th>
</tr>
</thead>
<tbody>
<tr>
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<table>
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<tr>
<th>Women</th>
<th>Academic Rank</th>
<th>Total staff for salary reporting (from Part G, screen 1)</th>
<th>12 months</th>
<th>11 months</th>
<th>10 months</th>
<th>9 months</th>
<th>Equated 9 months</th>
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<td>Total women</td>
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<td>95,208</td>
<td>145,901</td>
<td>94,063</td>
<td>95,831</td>
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<thead>
<tr>
<th>Total (men+women)</th>
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<tbody>
<tr>
<td></td>
<td>683</td>
<td>139,720</td>
<td>95,208</td>
<td>147,508</td>
<td>100,299</td>
<td>102,159</td>
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### Salary Outlays for Full-time Non-instructional Staff

**Annual Salary Outlays, 2023-24**

<table>
<thead>
<tr>
<th>Occupational category</th>
<th>① Number of full-time staff (carried forward from the Part B-FT, non-instructional staff screens)</th>
<th>② Total annual salary outlays</th>
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<tr>
<td>Public Service staff</td>
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<tr>
<td>Library and Student and Academic Affairs and Other Education Services Occupations</td>
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<td>13-0000</td>
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<td>Computer Engineering and Science Occupations</td>
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<td>15-0000 + 17-0000 + 19-0000</td>
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<td>Community, Social Service, Legal Arts, Design, Entertainment, Sports, and Media</td>
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<td>3600412</td>
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<td>Occupations</td>
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<td>21-0000 + 23-0000 + 27-0000</td>
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<td>Healthcare Practitioners and Technical Occupations</td>
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<td>29-0000</td>
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<td>Service Occupations</td>
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<tr>
<td>31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</td>
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<tr>
<td>Sales and Related Occupations</td>
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<td>41-0000</td>
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<tr>
<td>Office and Administrative Support Occupations</td>
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<td>26684451</td>
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<tr>
<td>43-0000</td>
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</tr>
<tr>
<td>Natural Resources, Construction, and Maintenance Occupations</td>
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<tr>
<td>45-0000 + 47-0000 + 49-0000</td>
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<tr>
<td>Production, Transportation, and Material Moving Occupations</td>
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<tr>
<td>51-0000 + 53-0000</td>
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<td>87481531</td>
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<tr>
<td>Total from prior year</td>
<td>1,090</td>
<td>80348626</td>
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</table>
### Number of Part-time Staff by Occupational Category

As of November 1, 2023
- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

#### Men

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Instructional staff</th>
<th>Research staff</th>
<th>Public Service staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Nonresident</td>
<td>2</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>8</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>American Indian or Alaska Native</td>
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<td>0</td>
</tr>
<tr>
<td>Asian</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Black or African American</td>
<td>5</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
<td></td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>White</td>
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<tr>
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</tr>
<tr>
<td>Race and ethnicity unknown</td>
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</tr>
<tr>
<td><strong>Total men</strong></td>
<td><strong>124</strong></td>
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</table>

#### Women

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Instructional staff</th>
<th>Research staff</th>
<th>Public Service staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Nonresident</td>
<td>5</td>
<td>0</td>
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<tr>
<td>Hispanic/Latino</td>
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<tr>
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<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
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<tr>
<td>Race and ethnicity unknown</td>
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<tr>
<td><strong>Total women</strong></td>
<td><strong>197</strong></td>
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</tbody>
</table>

#### Total (men+women)

|                          | 321 | 0 | 0 |

| Total from prior year    | 314 |   |   |
### Number of Part-time Staff by Occupational Category

As of November 1, 2023

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

#### Men

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Archivists, Curators, and Museum Technicians 25-4010</th>
<th>Librarians and Media Collections Specialists 25-4020</th>
<th>Library Technicians 25-4030</th>
<th>Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000</th>
<th>Library and Student and Academic Affairs and Other Education Services Occupations</th>
</tr>
</thead>
<tbody>
<tr>
<td>U.S. Nonresident</td>
<td></td>
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<tr>
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<td>American Indian or Alaska Native</td>
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<tr>
<td>Asian</td>
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<tr>
<td>Two or more races</td>
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</tr>
<tr>
<td>Race and ethnicity unknown</td>
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<tr>
<td>Total men</td>
<td>0</td>
<td>0</td>
<td>0</td>
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</table>

#### Women

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Archivists, Curators, and Museum Technicians 25-4010</th>
<th>Librarians and Media Collections Specialists 25-4020</th>
<th>Library Technicians 25-4030</th>
<th>Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000</th>
<th>Library and Student and Academic Affairs and Other Education Services Occupations</th>
</tr>
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<tbody>
<tr>
<td>U.S. Nonresident</td>
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</tbody>
</table>

Total (men+women)                                      | 1                                                     | 0                                                    | 0                           | 3                                                                                                   | 4                                                                                 |
Total from prior year                                   | 1                                                     |                                                      |                             |                                                                                                   | 8                                                                                 |
### Number of Part-time Staff

As of November 1, 2023

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

#### Men

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
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</tr>
</thead>
<tbody>
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<tr>
<td>American Indian or Alaska Native</td>
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<tr>
<td>Asian</td>
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<td>Black or African American</td>
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#### Women

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<th></th>
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</tr>
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<td>12</td>
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</tbody>
</table>

Total (men+women)                          | 3                               | 10                                                   | 21                                                                       | 2                                                                                                  | 5                                                        |

Total from prior year                      | 2                               | 8                                                    | 23                                                                       | 2                                                                                                  | 6                                                        |
### Number of Part-time Staff
As of November 1, 2023
- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

#### Men

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</th>
<th>Sales and Related Occupations 41-0000</th>
<th>Office and Administrative Support Occupations 43-0000</th>
<th>Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</th>
<th>Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000</th>
<th>Grand Total (All part-time staff)</th>
</tr>
</thead>
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<td>U.S. Nonresident</td>
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</tr>
<tr>
<td>American Indian or Alaska Native</td>
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<tr>
<td>Native Hawaiian or Other Pacific Islander</td>
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<td><strong>144</strong></td>
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</table>

#### Women

<table>
<thead>
<tr>
<th>Race/ethnicity</th>
<th>Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</th>
<th>Sales and Related Occupations 41-0000</th>
<th>Office and Administrative Support Occupations 43-0000</th>
<th>Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</th>
<th>Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000</th>
<th>Grand Total (All part-time staff)</th>
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**Total (men+women)**: 4 0 52 0 0 422

**Total from prior year**: 3 53 420

https://surveys.nces.ed.gov/ipeds/survey/print
### Men

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<tr>
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<th>Teaching 25-9044</th>
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<th>Total</th>
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### Women

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<th>Research</th>
<th>Total</th>
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| Total (men+women)                           | 262              | 0        | 25    |
| Total from prior year                       | 261              | 4        | 19    |

**Number of Graduate Assistants**

As of November 1, 2023

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only
### Number of Part-time Staff
As of November 1, 2023

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<th>Occupational category</th>
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<th>On Tenure Track</th>
<th>Multi-year</th>
<th>Annual contract</th>
<th>Less-than-annual contract</th>
<th>Indefinite duration (continuing or at-will)</th>
<th>Without Faculty Status</th>
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## Summary of Part-time Staff
As of November 1, 2023

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<th>Without Faculty Status</th>
<th>Total</th>
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<tr>
<td>Public Service staff</td>
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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, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)
- 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

<table>
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<th>Without Faculty Status</th>
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Total (men+women) | 4 | 31 | 10 | 24 | 0 | 0 | 0 | 69
### Men

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<th>Instructional Staff (from Part H, screen 1)</th>
<th>Research staff</th>
<th>Public Service staff</th>
<th>Library and Student and Academic Affairs and Other Education Services Occupations</th>
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### Women

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<th>Research staff</th>
<th>Public Service staff</th>
<th>Library and Student and Academic Affairs and Other Education Services Occupations</th>
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Total (men+women): 69, 0, 0, 14
### Part H - New Hires, Full-time Staff by Occupational Category

#### Number of Newly Hired Full-time Permanent Non-instructional Staff

- Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023
- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

#### Men

<table>
<thead>
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#### Women

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Total (men+women) 10 13 20 5 0
Number of Newly Hired Full-Time Permanent Non-instructional Staff
(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)
- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispanic/Latino individuals only

### Men

<table>
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<th>Race/ethnicity</th>
<th>Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</th>
<th>Sales and Related Occupations 41-0000</th>
<th>Office and Administrative Support Occupations 43-0000</th>
<th>Natural Resources, Construction and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</th>
<th>Production Transportation, and Material Moving Occupations 51-0000 + 53-0000</th>
<th>Grand Total (All full-time new hires)</th>
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### Women

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<th>Office and Administrative Support Occupations 43-0000</th>
<th>Natural Resources, Construction and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</th>
<th>Production Transportation, and Material Moving Occupations 51-0000 + 53-0000</th>
<th>Grand Total (All full-time new hires)</th>
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</table>
Were any staff members difficult to categorize? If so, please explain in the box below.
Prepared by

Reporting Reminders:
- The name of the preparer is being collected so that we can follow up with the appropriate person in the event that there are questions concerning the data.
- The Keyholder will be copied on all email correspondence to other preparers.
- The time it took to prepare this component is being collected so that we can continue to improve our estimate of the reporting burden associated with IPEDS.
- Please include in your estimate the time it took for you to review instructions, query and search data sources, complete and review the component, and submit the data through the Data Collection System.
- Thank you for your assistance.

This survey component was prepared by:

| ☀ | Keyholder | ☀ | SFA Contact | ☀ | HR Contact |
| ☀ | Finance Contact | ☀ | Academic Library Contact | ☀ | Other |

Name: John Krieg
Email: john.krieg@wwu.edu

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

Number of Staff (including yourself)

How many hours did you and others from your institution only spend on each of the steps below when responding to this survey component?

Exclude the hours spent collecting data for state and other reporting purposes.

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<th>Revising Data to Match IPEDS Requirements</th>
<th>Entering Data</th>
<th>Revising and Locking Data</th>
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<td>2.00 hours</td>
<td>2.00 hours</td>
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<tr>
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### Human Resources Component Summary

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 institution's Data Feedback Report (DFR). In addition, all data reported in IPEDS survey components become publicly available through the IPEDS Use the Data and appear as aggregated statistics in various Department of Education reports. College Navigator is updated approximately three months after the data collection period closes and DFRs will be available through the IPEDS Use the Data and sent to your institution’s CEO at the end of 2024.

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

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</tr>
<tr>
<td>Library and Student and Academic Affairs and Other Education Services Occupations SOC</td>
<td>73</td>
<td>4</td>
</tr>
<tr>
<td>Librarians, Curators, and Archivists SOC 25-4000</td>
<td>40</td>
<td>1</td>
</tr>
<tr>
<td>Archivists, Curators, and Museum Technicians 25-4010</td>
<td>2</td>
<td>1</td>
</tr>
<tr>
<td>Librarians and Media Collections Specialists 25-4020</td>
<td>26</td>
<td>0</td>
</tr>
<tr>
<td>Library Technicians 25-4030</td>
<td>12</td>
<td>0</td>
</tr>
<tr>
<td>Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-4000</td>
<td>33</td>
<td>3</td>
</tr>
<tr>
<td>Management Occupations 11-0000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business and Financial Operations Occupations 13-0000</td>
<td>173</td>
<td>10</td>
</tr>
<tr>
<td>Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000</td>
<td>155</td>
<td>21</td>
</tr>
<tr>
<td>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000</td>
<td>52</td>
<td>2</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical Occupations 29-0000</td>
<td>11</td>
<td>5</td>
</tr>
<tr>
<td>Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</td>
<td>49</td>
<td>4</td>
</tr>
<tr>
<td>Sales and Related Occupations 41-0000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Office and Administrative Support Occupations 43-0000</td>
<td>422</td>
<td>52</td>
</tr>
<tr>
<td>Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</td>
<td>70</td>
<td>0</td>
</tr>
<tr>
<td>Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000</td>
<td>12</td>
<td>0</td>
</tr>
</tbody>
</table>

**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.

https://surveys.nces.ed.gov/ipeds/survey/print
Salaries of full-time instructional staff by contract length and academic rank: Academic year 2023-24

<table>
<thead>
<tr>
<th>Academic Rank</th>
<th>Months Covered by Annual Salary</th>
<th>Total Staff for Salary Reporting</th>
<th>Total Number of Months</th>
<th>Salary Outlays ($)</th>
<th>Weighted Average Monthly Salaries ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Ranks</td>
<td>12 months 11 months 10 months 9 months</td>
<td>683</td>
<td>6,240</td>
<td>70,961,038</td>
<td>11,372</td>
</tr>
<tr>
<td>Professors</td>
<td>8 39 204 243</td>
<td></td>
<td>2,243</td>
<td>32,919,006</td>
<td>14,632</td>
</tr>
<tr>
<td>Associate professors</td>
<td>2 9 193 204</td>
<td></td>
<td>1,851</td>
<td>21,131,219</td>
<td>11,416</td>
</tr>
<tr>
<td>Assistant professors</td>
<td>0 105</td>
<td></td>
<td>945</td>
<td>8,592,456</td>
<td>9,093</td>
</tr>
<tr>
<td>Instructors</td>
<td>6 123</td>
<td></td>
<td>1,201</td>
<td>8,418,357</td>
<td>7,009</td>
</tr>
<tr>
<td>Lecturers</td>
<td>0 0</td>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>No academic rank</td>
<td>0 0</td>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
</tbody>
</table>

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.

### Salary Outlays for Full-time Non-instructional Staff

<table>
<thead>
<tr>
<th>Occupational category</th>
<th>Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)</th>
<th>Total annual salary outlays ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Research staff</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Public Service staff</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000</td>
<td>73</td>
<td>5,513,245</td>
</tr>
<tr>
<td>Management Occupations 11-0000</td>
<td>72</td>
<td>11,555,254</td>
</tr>
<tr>
<td>Business and Financial Operations Occupations 13-0000</td>
<td>173</td>
<td>15,282,527</td>
</tr>
<tr>
<td>Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000</td>
<td>166</td>
<td>14,675,739</td>
</tr>
<tr>
<td>Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000</td>
<td>52</td>
<td>3,600,412</td>
</tr>
<tr>
<td>Healthcare Practitioners and Technical Occupations 29-0000</td>
<td>11</td>
<td>735,351</td>
</tr>
<tr>
<td>Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000</td>
<td>49</td>
<td>3,624,937</td>
</tr>
<tr>
<td>Sales and Related Occupations 41-0000</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Office and Administrative Support Occupations 43-0000</td>
<td>422</td>
<td>26,684,451</td>
</tr>
<tr>
<td>Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000</td>
<td>70</td>
<td>5,034,542</td>
</tr>
<tr>
<td>Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000</td>
<td>12</td>
<td>775,063</td>
</tr>
<tr>
<td>Total</td>
<td>1,100</td>
<td>87,481,531</td>
</tr>
</tbody>
</table>

### Number of Graduate Assistants by occupational category: Fall 2023

<table>
<thead>
<tr>
<th>Occupational category</th>
<th>Number of part-time staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Graduate Assistants</td>
<td>287</td>
</tr>
<tr>
<td>Teaching 25-9044</td>
<td>262</td>
</tr>
<tr>
<td>Research</td>
<td>0</td>
</tr>
</tbody>
</table>

https://surveys.nces.ed.gov/ipeds/survey/print

<table>
<thead>
<tr>
<th>Number of Newly Hired Full-time Permanent Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Hired full-time between November 1, 2022 - October 31, 2023 and on the payroll as of November 1, 2023)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Newly Hired Full-time Permanent Staff</th>
<th>Number of staff</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>222</td>
</tr>
</tbody>
</table>
### Human Resources

<table>
<thead>
<tr>
<th>Source</th>
<th>Description</th>
<th>Severity</th>
<th>Resolved</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>Screen: G2 - Salary Outlays, Instructional Staff</td>
<td>You reported full-time men (12 months) Professor earning $1,361,531 in total outlays. This equates to $16,208.70 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)</td>
<td>Explanation</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Reason</td>
<td>No discrepancy is noted.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Related Screens</td>
<td>Part G2 - Salary Outlays for Instructional Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Perform Edits</td>
<td>You reported full-time women (12 months) Professor earning $208,664 in total outlays. This equates to $17,388.70 per month for these staff. Please review your data and make any necessary corrections or explain the discrepancy. (Error #1635)</td>
<td>Explanation</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Reason</td>
<td>There is no discrepancy here.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Related Screens</td>
<td>Part G2 - Salary Outlays for Instructional Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Screen: G4 - Salary Outlays, Non-instructional Staff</td>
<td>The amount entered in Part G for Total annual salary outlays for Service Occupations ($3,624,937) is outside the expected range of between $980,000 and $3,430,000 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 #1376)</td>
<td>Explanation</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Reason</td>
<td>This data was double checked and is correct.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Related Screens</td>
<td>G - Salary Outlays, Non-instructional Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Perform Edits</td>
<td>The amount entered in Part G for Total annual salary outlays for Natural Resources, Construction, and Maintenance Occupations ($5,034,542) is outside the expected range of between $1,400,000 and $4,900,000 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 #1379)</td>
<td>Explanation</td>
<td>Yes</td>
<td></td>
</tr>
<tr>
<td>Reason</td>
<td>This data was double checked and is correct.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Related Screens</td>
<td>G - Salary Outlays, Non-instructional Staff</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>