## Human Resources 2011-12

Institution: University of Washington-Bothell Campus (377555)
User ID: 88G2561

## Overview

## Human Resources Overview

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

## Data Reporting Reminders

You must enter data on each displayed screen. If a screen is not applicable, you must enter at least one zero in a field on the screen.

## Resources:

To download the survey materials for this component: Survey Materials
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.
© Yes
O No
Does your institution have 15 or more full-time staff?
© Yes
O No

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

If you answer Yes to any of the questions below, Part G is NOT applicable to your institution and you will NOT be required to report data for Part G.
© No $\quad$ Yes Are ALL of the instructional staff military personnel?
© No © Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?
© No $\bigcirc$ Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

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

## Human Resources Screening Questions

Did your institution hire any full-time permanent staff who were included on the payroll of the institution
between July 1 and October 31, 2011 either for the first time or after a break in service AND who were still on the payroll of the institution As of November 1, 2011? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)
If you answer Yes to this question and your institution has 15 or more full-time staff, you will be provided the screens to report full-time permanent new hires in the Fall Staff section (long version).

## Part A - Employees by Assigned Position - Full-time staff

Number of full-time staff by faculty status and primary function/occupational activity


Part B - Employees by Assigned Position - Part-time staff
Number of part-time staff by faculty status and primary function/occupational activity


| Part C - Employees by Assigned Position - Total number of staff <br> Total number of staff by employment status and primary function/occupational activity |  |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| As of November 1, 2011 |  |  |  |  |  |  |  |
| Primary function/occupational activity | Full-time | Full-time from prior year | Part-time | Part-time from prior year | Graduate assistants | Graduate assistants from prior year | Total including Graduate assistants |
| Primarily instruction | 0 |  | 0 |  | 10 | 11 | 10 |
| Instruction/research/public service | 133 | 129 | 86 | 60 | 0 |  | 219 |
| Primarily instruction + Instruction/research/public service | 133 | 129 | 86 | 60 | 10 | 11 | 229 |
| Primarily research | 2 | 1 | 0 |  | 7 | 7 | 9 |
| Primarily public service | 0 |  | 0 |  | 1 | 1 | 1 |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 135 | 130 | 86 | 60 | 18 | 19 | 239 |
| Executive/administrative/managerial | 10 | 7 | 0 |  | 0 |  | 10 |
| Other professionals (support/service) | 121 | 105 | 13 | 9 | 0 |  | 134 |
| Technical and paraprofessionals | 3 | 4 | 0 |  | 0 |  | 3 |
| Clerical and secretarial | 44 | 45 | 6 | 6 | 0 |  | 50 |
| Skilled crafts | 0 |  | 0 |  | 0 |  | 0 |
| Service/Maintenance | 41 | 32 | 2 | 3 | 0 |  | 43 |
| Grand total | 354 | 323 | 107 | 78 | 18 | 19 | 479 |

Part D - Salaries - Full-time instructional staff by contract length/teaching period -

## Headcount



Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status
**** Applicable to 4-year degree-granting institutions and above only ****
Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank

As of November 1, 2011

|  | As of November 1, 2011 Faculty status |  |  |  | Total from |
| :---: | :---: | :---: | :---: | :---: | :---: |
| Gender and academic rank | Tenured | On tenure track | Not on tenure track/ no tenure system | Without faculty status | Part D (Headcount screen) |

Men



prior year
Women


Total
women
prior year
Total
(men +
women)

Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status
**** Applicable to 4-year degree-granting institutions and above only ****
Number of full-time instructional staff on 11/12-month contracts/teaching periods by faculty status, gender, and academic rank

As of November 1, 2011


Total
women
prior year
(men +
women)

Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays
Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank Gender and academic rank Tal from November 1, 2011


Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching

## periods - Salary outlays

| Gender and academic rank | Total from Part D (Headcount screen) | Salary outlays | Average salary | Prior year Average salary |
| :---: | :---: | :---: | :---: | :---: |
| Men |  |  |  |  |
| Professors | 2 | 394,596 | (1) 197,298 | 184,242 |
| Associate professors |  |  |  |  |
| Assistant professors |  |  | 4 | 102,000 |
| Instructors |  |  |  |  |
| Lecturers | 3 | 245,333 | 81,778 | 85,199 |
| No academic rank |  |  | 4 | 72,000 |
| Total men | 5 | 639,929 | 127,986 | 103,534 |
| Women |  |  |  |  |
| Professors | 3 | 399,912 | 133,304 | 128,912 |
| Associate professors |  |  |  |  |
| Assistant professors |  |  |  |  |
| Instructors | 2 | 109,020 | 54,510 | 50,922 |
| Lecturers |  |  |  |  |
| No academic rank | 1 | 63,600 | 63,600 | 63,600 |
| Total women | 6 | 572,532 | 95,422 | 92,030 |
| Total (men + women) | 11 | 1,212,461 | 110,224 | 99,474 |

Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured
Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity


Native
Hawaiian or
Other Pacific
Islander
White
Two or more
races
Race and
ethnicity


Total women
Total
(men+women)
Total from EAP
$\square$



0
0
0

## Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure

## track

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

## -Report Hispanic/Latino individuals of any race as Hispanic/Latino

-Report race for non-Hispanic/Latino individuals only



## Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure

## track/no tenure system

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service OR number of fulltime staff whose primary responsibility is instruction, research, and/or public service and who work at an institution with No tenure system by academic rank, gender, and race/ethnicity

As of November 1, 2011
-Report Hispanic/Latino individuals of any race as Hispanic/Latino -Report race for non-Hispanic/Latino individuals only

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank |  | tal |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Men |  |  |  |  |  |  |  |  |
| Nonresident |  |  |  |  |  |  |  | 0 |
| Hispanic/Latino |  |  |  |  |  |  |  | 2 |
| , | 1 |  |  |  | 1 |  |  |  |
| American |  |  |  |  |  |  |  | 0 |
| Indian or |  |  |  |  |  |  |  |  |
| Alaska Native |  |  |  |  |  |  |  |  |
| Asian | 1 |  |  |  | 1 |  |  | 2 |
| Black or |  |  |  |  |  |  |  | 0 |
| African |  |  |  |  |  |  |  |  |
| American |  |  |  |  |  |  |  |  |
| Native |  |  |  |  |  |  |  | 0 |
| Hawaiian or |  |  |  |  |  |  |  |  |
| Other Pacific |  |  |  |  |  |  |  |  |
| White |  |  |  |  |  |  |  | 16 |
|  | 3 | 1 | 1 |  | 11 |  |  |  |
| Two or more races |  |  |  |  |  |  |  | 0 |
| Race and |  |  |  |  |  |  |  | 7 |
| ethnicity |  |  |  |  | 7 |  |  |  |
| unknown |  |  |  |  |  |  |  |  |
| Total men |  | 5 | 1 | 1 | 0 |  | 0 | 27 |
| Women |  |  |  |  |  |  |  |  |
| Nonresident |  |  |  |  |  |  |  | 1 |
| alien |  |  |  |  | 1 |  |  |  |
| Hispanic/Latino |  |  |  |  | 1 |  |  | 1 |
| American |  |  |  |  |  |  |  | 0 |
| Indian or |  |  |  |  |  |  |  |  |
| Alaska Native |  |  |  |  |  |  |  |  |
| Asian |  |  |  |  |  |  |  | 0 |
| Black or |  |  |  |  |  |  |  | 1 |
| African | 1 |  |  |  |  |  |  |  |
| American |  |  |  |  |  |  |  |  |



Part G - Fall Staff - Full-time instruction/research/public service staff - Without

## faculty status

Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

0

| gender and race/ethnicity <br> As of November 1, 2011 |  |  |  |
| :---: | :---: | :---: | :---: |
|  | Total men | Total women | Total (men+women) |
| Nonresident alien | 3 | 4 | 7 |
| Hispanic/Latino | 4 | 1 | 5 |
| American Indian or Alaska Native | 0 | 1 | 1 |
| Asian | 9 | 5 | 14 |
| Black or African American | 1 | 4 | 5 |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 |
| White | 45 | 44 | 89 |
| Two or more races | 1 | 0 | 1 |
| Race and ethnicity unknown | 9 | 4 | 13 |
| Total | 72 | 63 | 135 |

Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)

- Totals

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity
(excluding instruction/research/public service staff)


Native
Hawaiian or
Other Pacific
Islander


Part J - Fall Staff - Part-time professional staff
Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2011
-Report Hispanic/Latino individuals of any race as Hispanic/Latino
-Report race for non-Hispanic/Latino individuals only


Part J - Fall Staff - Part-time non-professional staff Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

## -Report Hispanic/Latino individuals of any race as Hispanic/Latino



| White |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: |
|  |  | 4 |  |  |  |
| Two or more races |  |  |  |  |  |
| Race and ethnicity |  | 1 |  |  |  |
| unknown |  |  |  |  |  |
| Total women | 0 |  | 5 | 0 | 0 |
| Total (men+women) | 0 |  | 6 | 0 | 2 |
| Total from EAP | 0 |  | 6 | 0 | 2 |

Part J - Fall Staff - Graduate assistants and part-time grand total Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

## -Report Hispanic/Latino individuals of any race as Hispanic/Latino

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

| Gender and race/ethnicity | Total <br> (includes Part-time Professionals and Part-time Nonprofessionals) | Graduate assistants | Part-time grand total (includes graduate assistants) |
| :---: | :---: | :---: | :---: |
| Men |  |  |  |
| Nonresident alien | 0 |  | 0 |
|  |  |  |  |
| Hispanic/Latino | 0 | 1 | 1 |
| American Indian or Alaska Native | 1 |  | 1 |
|  |  |  |  |
| Asian | 2 | 1 | 3 |
| Black or African American | 0 |  | 0 |
|  |  |  |  |
| Native Hawaiian or Other Pacific Islander | 0 |  | 0 |
|  |  |  |  |
| White | 23 |  | 25 |
|  |  | 2 |  |
| Two or more races | 0 |  | 0 |
|  |  |  |  |
| Race and ethnicity unknown | 13 |  | 15 |
|  |  | 2 |  |
| Total men | 39 |  | 45 |
| Women |  |  |  |
| Nonresident alien | 0 |  | 0 |
|  |  |  |  |
| Hispanic/Latino | 5 |  | 7 |
|  |  | 2 |  |
| American Indian or Alaska Native | 0 |  | 0 |
|  |  |  |  |
| Asian | 2 |  | 2 |
|  |  |  |  |
| Black or African American | 1 |  | 2 |
|  |  | 1 |  |
| Native Hawaiian or Other Pacific Islander | 0 |  | 0 |
|  |  |  |  |
| White | 34 |  | 39 |
|  |  | 5 |  |
| Two or more races | 1 |  | 1 |
|  |  |  |  |
| Race and ethnicity unknown | 25 | 4 | 29 |


| Total women | 68 | 12 | 80 |
| :--- | ---: | ---: | ---: | ---: |
| Total (men+women) | $\downarrow 107$ | 418 | 125 |
| Total from EAP | 107 | 18 | 125 |

Institution: University of Washington-Bothell Campus (377555)
User ID: 88G2561
Part K - Fall Staff - Total number of staff

| As of November 1, 2011 |  |  |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Gender and race/ethnicity | Full-time men | Full-time women | $\begin{aligned} & \text { Part-time } \\ & \text { men } \end{aligned}$ | Part-time women | Total men | Total women |
| Nonresident alien | 11 | 4 | 0 | 0 | 11 | 4 |
| Hispanic/Latino | 4 | 12 | 1 | 7 | 5 | 19 |
| American Indian or Alaska Native | 1 | 3 | 1 | 0 | 2 | 3 |
| Asian | 12 | 9 | 3 | 2 | 15 | 11 |
| Black or African American | 3 | 6 | 0 | 2 | 3 | 8 |
| Native Hawaiian or Other Pacific Islander | 0 | 1 | 0 | 0 | 0 | 1 |
| White | 99 | 127 | 25 | 39 | 124 | 166 |
| Two or more races | 3 | 5 | 0 | 1 | 3 | 6 |
| Race and ethnicity unknown | 29 | 25 | 15 | 29 | 44 | 54 |
| Grand total | 162 | 192 | 45 | 80 | 207 | 272 |

Part L - Fall Staff - New hires - Full-time instruction/research/public service staff -

## Faculty status

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity



Part L - Fall Staff - New hires - Full-time staff by position
Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity


Native
Hawaiian or
Other Pacific
Islander


## Part L - Fall Staff - New hires - Totals

Total number of full-time permanent new hires by gender and race/ethnicity
(Hired full time between July 1 and October 31, 2011 and

| still on payroll of the institution as of November 1, 2011) |  |  |  |  |
| :--- | :--- | :--- | :--- | :--- |
| Nonresident alien |  |  |  |  |
| Hispanic/Latino | 1 | Total women |  | Total (men+women) |
| American Indian or Alaska Native | 0 | 1 | 1 |  |
| Asian | 0 | 0 | 1 |  |
| Black or African American | 0 | 0 | 0 |  |
| Native Hawaiian or Other Pacific Islander | 0 | 0 | 0 |  |
| White | 0 | 0 | 0 |  |
| Two or more races | 0 | 3 | 0 |  |
| Race and ethnicity unknown | 0 | 0 | 3 |  |
| Grand total | 4 | 4 | 0 |  |
|  | 5 | 8 | 8 |  |
|  |  | 0 | 13 |  |

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

## Summary

## Human Resources Component Summary

## (Applicable to Degree-granting institutions and Related Administrative Offices)

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 ExPT and sent to your institution's CEO in November 2012.

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 primary function/occupational activity:

| Primary function/occupational activity | Reported values |  | FTE staff |
| :---: | :---: | :---: | :---: |
|  | Number of full-time staff | Number of part-time staff |  |
| Total number of staff | 354 | 107 | 390 |
| Professional staff | 266 | 99 | 299 |
| Staff whose primary responsibility is instruction, research, and/or public service | 135 | 86 | 164 |
| Primary instruction | 0 | 0 | 0 |
| Instruction/research/public service | 133 | 86 | 162 |
| Primarily research | 2 | 0 | 2 |
| Primarily public service | 0 | 0 | 0 |
| Executive/administrative/managerial | 10 | 0 | 10 |
| Other professionals (support/service) | 121 | 13 | 125 |
| Non-professional staff | 88 | 8 | 91 |
| Technical and paraprofessional | 3 | 0 | 3 |
| Clerical/secretarial | 44 | 6 | 46 |
| Skilled crafts | 0 | 0 | 0 |
| Service/Maintenance | 41 | 2 | 42 |

NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff from the Employees by Assigned Position (EAP) section of the IPEDS HR component and adding one-third of the total number of part-time staff from the EAP section. Graduate assistants are not included in the above figures. Many of the FTE figures are included in the DFR.

Salaries of full-time instructional staff by contract length and academic rank: Academic year 2011-12

| Academic rank | Reported values |  |  |  | Equated 9-month |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | Full-time instructional staff on <br> 9/10-month contracts |  | Full-time instructional staff on <br> 11/12-month contracts |  |  |  |
|  | Number of staff | Salary outlays | Number of staff | Salary outlays | Number of staff | Average salaries |
| All Ranks | 122 | \$10,146,680 | 11 | \$1,212,461 | 133 | \$83,750 |
| Professor | 22 | \$2,380,500 | 5 | \$794,508 | 27 | \$112,243 |
| Associate professor | 19 | \$1,649,970 |  |  | 19 | \$86,841 |
| Assistant professor | 41 | \$3,596,679 |  |  | 41 | \$87,724 |
| Instructor |  |  | 2 | \$109,020 | 2 | \$44,600 |
| Lecturer | 40 | \$2,519,531 | 3 | \$245,333 | 43 | \$63,262 |
| No academic rank |  |  | 1 | \$63,600 | 1 | \$52,038 |

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9month full-time instructional staff is the sum of staff on $9 / 10$-month and $11 / 12$-month contracts. The equated 9 month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on $9 / 10-m o n t h$ contracts. The resulting sum is then divided by the number of equated 9 -month full-time instructional staff (by rank) to determine an average salary for each rank. Salaries of full-time instructional staff on less-than-9-month contracts are not collected. Also, salaries of medical school staff are not collected. The equated $9-m o n t h$ average salaries are included in the DFR.

| Institution: University of Washington-Bothell Campus (377555) |  |  | User ID: 88G2561 |  |
| :---: | :---: | :---: | :---: | :---: |
|  | Edit Report |  |  |  |
| Human Resources |  |  |  |  |
| Institution: University of Washington-Bothell Campus (377555) |  |  |  |  |
| Source | Description | Severity | Resolved | Options |
| Global Edits |  |  |  |  |
| Perform Edits | The total number of employees in EAP for part-time instruction/research/public service entered, 86, has an expected range of between 42 and 78 . Please explain this difference. (Error \#1506) | Explanation | Yes | Back to survey data |
| Reason: <br> Related | The 86 is correct Totals |  |  |  |
| Screens: |  |  |  |  |
| Perform Edits | The total number of employees in EAP for part-time grand total entered, 107, has an expected range of between 55 and 101. Please explain this difference. (Error \#1528) | Explanation | Yes | Back to survey data |
| Reason: <br> Related Screens: | The 107 is correct Totals, \&nbspGraduate assistants |  |  |  |
| Perform Edits | The total number of employees in EAP for part-time primarily instruction + instruction/research/public service entered, 86 , has an expected range of between 42 and 78. Please explain this difference. (Error \#1508) | Explanation | Yes | Back to survey data |
| Reason <br> Related | The 86 is correct Totals |  |  |  |
| Screens: |  |  |  |  |
| Perform Edits |  | Explanation | Yes | Back to survey data |

The total number of employees in EAP for part-time primarily
instruction +
instruction/research/public service + primarily research + primarily public service entered, 86, has an expected range of between 42 and 78 . Please explain this difference. (Error \#1514)
Reason: The 86 is correct

## Related Totals

Screens:


Reason: This is correct. We don't have anyone in this category this year.

## Screen: Faculty Status $\mathbf{1 1 / 1 2} \mathbf{~ m o}$

Screen

Entry \begin{tabular}{l}
The number entered, 0, has an <br>
expected range of between 1 and <br>
<br>
<br>
30. Please explain this difference.

$\quad$ Explanation $\quad$ Yes 

Back to <br>
survey <br>
data
\end{tabular}

30. Please explain this difference. data (Error \#1301)
Reason: There are no $11 / 12$ month faculty on tenure track.

| Screen: Salaries 9/10 mo |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Perform Edits | The average salary for one of the academic ranks in 9/10-month contracts, 0 , is not within the expected range of between 43,200 and 64,800 based on the prior year value. Please fix or explain. (Error \#1766) | Explanation | Yes | Back to survey data |
| Reason: There are no professors in this category, so no salary to assign Related Salaries 9/10 mo |  |  |  |  |
| Screen: Salaries 11/12 mo |  |  |  |  |
| Perform Edits |  | Explanation | Yes | Back to survey data |

The average salary for any academic rank should be between $\$ 10,000$ and $\$ 184,000$. The calculated average for the academic rank Professors, men in $11 / 12$-month contracts/teaching periods is $\$ 197,298$. Please fix or explain. (Error \#1296)
Reason: The $\$ 197,298$ is correct.
Related Salaries 11/12 mo
Screens:

| Perform Edits | The average salary for one of the academic ranks in 11/12-month contracts, 0 , is not within the expected range of between 81,600 and 122,400 based on the prior year value. Please fix or explain. (Error \#1767) | Explanation | Yes | Back to survey data |
| :---: | :---: | :---: | :---: | :---: |
| Reason: There are no faculty in this category, so no salary attached. Related Salaries 11/12 mo Screens: |  |  |  |  |
| Perform Edits | The average salary for one of the academic ranks in 11/12-month contracts, 0 , is not within the expected range of between 57,600 and 86,400 based on the prior year value. Please fix or explain. (Error \#1767) | Explanation | Yes | Back to survey data |

Reason: There are no faculty in this category, so no salary attached.
Related Salaries 11/12 mo

## Screens:

| Screen: Totals |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Screen Entry | The percent of staff (men + women) whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error \#1302) | Explanation | Yes | Back to survey data |
| Reason: Staff are not required to submit race/ethnicity. |  |  |  |  |


| Screen: Graduate assistants | Explanation | Yes | Back to <br> Screen <br> Entry |
| :---: | :---: | :---: | :---: |
|  |  | data <br> data |  |

The percent of staff (men + women)
whose race/ethnicity is unknown is greater than expected. Please correct your data or explain. (Error \#1302)
Reason: Staff are not required to submit race/ethnicity, so this is correct
$\left.\begin{array}{|l|l|l|l|}\hline \text { Perform } & \begin{array}{l}\text { The percent of staff (men + women) } \\ \text { Edits }\end{array} & \begin{array}{l}\text { whose race/ethnicity is unknown is } \\ \text { wreater than expected. Please }\end{array} \\ \text { correct your data or explain. (Error }\end{array}\right)$

Reason: Staff are not required to submit race/ethnicity, so this is correct Related Graduate assistants Screens:

## Screen: By tenure

| Screen | The percent of staff (men + women) <br> Entry <br> whose race/ethnicity is unknown is <br> greater than expected. Please | Yes | Back to <br> survey <br> data |
| :---: | :---: | :---: | :---: | correct your data or explain. (Error \#1302)

Reason: Staff are not required to submit race/ethnicity, so this is correct

| Screen: By position |  |  |  |  |
| :---: | :---: | :---: | :---: | :---: |
| Screen | The percent of staff (men + women) | Explanation | Yes | Back to |
| Entry | whose race/ethnicity is unknown is |  |  | survey |
|  | greater than expected. Please |  |  |  |
|  | correct your data or explain. (Error \#1302) |  |  |  |
| Reas | Staff are not required to submit racer |  |  |  |

