

Institution: University of Washington-Tacoma Campus (377564)
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 No

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

Yes No

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

If you answer **Yes** to any of the questions below, **Part G** is **NOT** applicable to your institution and you will **NOT** be required to report data for **Part G**.

No Yes Are ALL of the instructional staff military personnel?

No Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

No Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

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

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).

Yes

No

Part A - Employees by Assigned Position - Full-time staff
Number of full-time staff by faculty status and primary function/occupational activity

Primary function/ occupational activity (mutually exclusive categories)	As of November 1, 2011 Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Primarily instruction					0
Instruction/research/public service	70	35	50		155
Primarily instruction + Instruction/research/public service	70	35	50	0	155
Primarily research					0
Primarily public service					0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	70	35	50	0	155
Executive/administrative/managerial				10	10
Other professionals (support/service)				92	92
Technical and paraprofessionals				1	1
Clerical and secretarial				40	40
Skilled crafts				3	3
Service/Maintenance				23	23
Total full time	70	35	50	169	324
Total from prior year	65	35	36	152	288

Part B - Employees by Assigned Position - Part-time staff

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

Primary function/ occupational activity (mutually exclusive categories)	As of November 1, 2011				Total	Graduate assistants
	Tenured	Faculty status On tenure track	Not on tenure track/ no tenure system	Without faculty status		
Primarily instruction					0	
Instruction/research/public service	6		48		54	1
Primarily instruction + Instruction/research/public service	6	0	48	0	54	1
Primarily research					0	
Primarily public service					0	
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	6	0	48	0	54	5
Executive/administrative/managerial					0	
Other professionals (support/service)				20	20	
Technical and paraprofessionals				1	1	
Clerical and secretarial				9	9	
Skilled crafts					0	
Service/Maintenance				1	1	
Total part time	6	0	48	31	85	5
Total from prior year	13		48	28	89	5

Part C - Employees by Assigned Position - Total number of staff**Total number of staff by employment status and primary function/occupational activity**

Primary function/occupational activity	As of November 1, 2011						Total including Graduate assistants
	Full-time	Full-time from prior year	Part-time	Part-time from prior year	Graduate assistants	Graduate assistants from prior year	
Primarily instruction	0		0		1		1
Instruction/research/public service	155	136	54	61	0		209
Primarily instruction + Instruction/research/public service	155	136	54	61	1	0	210
Primarily research	0		0		4	5	4
Primarily public service	0		0		0		0
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	155	136	54	61	5	5	214
Executive/administrative/managerial	10	8	0		0		10
Other professionals (support/service)	92	83	20	18	0		112
Technical and paraprofessionals	1	1	1		0		2
Clerical and secretarial	40	38	9	10	0		49
Skilled crafts	3	3	0		0		3
Service/Maintenance	23	19	1		0		24
Grand total	324	288	85	89	5	5	414

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

Number of full-time instructional staff by contract length/teaching period, gender, and academic rank As of November 1, 2011

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors		14	4	18
Associate professors	1	17	1	19
Assistant professors		15		15
Instructors				0
Lecturers		16	4	20
No academic rank				0
Total men	1	62	9	72
Total men from prior year		61	6	
Women				
Professors		12	2	14
Associate professors		25	1	26
Assistant professors	1	19		20
Instructors				0
Lecturers		21	2	23
No academic rank				0
Total women	1	77	5	83
Total women from prior year		64	3	
Total (men + women)	2	139	14	155
Total from EAP				155
Total from prior year (Salaries section)	2	125	9	136

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

Gender and academic rank	As of November 1, 2011				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	12		2		14
Associate Professors	17				17
Assistant Professors		15			15
Instructors					
Lecturers			16		16
No academic rank					
Total men	29	15	18	0	62
Total men prior year	30	18	13	0	61
Women					
Professors	12				12
Associate Professors	23		2		25
Assistant Professors		19			19
Instructors					
Lecturers			21		21
No academic rank					
Total women	35	19	23	0	77
	31	17	16	0	64

Total women prior year					
Total (men + women)	64	34	41	0	139

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

Gender and academic rank	As of November 1, 2011				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	3		1		4
Associate Professors	1				1
Assistant Professors					
Instructors					
Lecturers			4		4
No academic rank					
Total men	4	0	5	0	9
Total men prior year	2	0	4	0	6
Women					
Professors	1		1		2
Associate Professors			1		1
Assistant Professors					
Instructors					
Lecturers			2		2
No academic rank					
Total women	1	0	4	0	5
	2	0	1	0	3

Total women prior year					
Total (men + women)	5	0	9	0	14

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 As of November 1, 2011

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	14	1,485,936	106,138	109,038
Associate professors	17	1,435,385	84,434	83,314
Assistant professors	15	1,352,232	90,149	88,162
Instructors				
Lecturers	16	901,485	56,343	54,071
No academic rank				
Total men	62	5,175,038	83,468	84,611
Women				
Professors	12	1,032,601	86,050	90,069
Associate professors	25	1,981,782	79,271	81,411
Assistant professors	19	1,383,885	72,836	72,828
Instructors				
Lecturers	21	995,256	47,393	45,303
No academic rank				
Total women	77	5,393,524	70,046	73,420
Total (men + women)	139	10,568,562	76,033	78,881

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

**Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank
As of November 1, 2011**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	4	654,684	163,671	180,668
Associate professors	1	144,000	144,000	
Assistant professors				
Instructors				
Lecturers	4	242,412	60,603	68,888
No academic rank				
Total men	9	1,041,096	115,677	124,778
Women				
Professors	2	218,196	109,098	133,236
Associate professors	1	116,976	116,976	
Assistant professors				
Instructors				
Lecturers	2	116,676	58,338	60,000
No academic rank				
Total women	5	451,848	90,370	108,824
Total (men + women)	14	1,492,944	106,639	119,460

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 full-time 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	Total
Men							
Nonresident alien					1		1
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	2				14		16
Two or more races					1		1
Race and ethnicity unknown					4		4
Total men	3	0	0	0	20	0	23
Women							
Nonresident alien							0
Hispanic/Latino							0
American Indian or Alaska Native							0
Asian							0
Black or African American		1					1

Native Hawaiian or Other Pacific Islander					1		1
White	1	2			13		16
Two or more races					1		1
Race and ethnicity unknown					8		8
Total women	1	3	0	0	23	0	27
Total (men+women)	4	3	0	0	43	0	50
Total from EAP							50

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

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	Total
Men	
<u>Nonresident alien</u>	0
<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>	
<u>Two or more races</u>	
<u>Race and ethnicity unknown</u>	
Total men	0
Women	
<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>	
<u>Two or more races</u>	
<u>Race and ethnicity unknown</u>	
Total women	0

Total (men+women)	0
Total from EAP	0

Part G - Fall Staff - Full-time instruction/research/public service staff - Totals

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2011

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	3	3	6
<u>Hispanic/Latino</u>	4	2	6
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	8	6	14
<u>Black or African American</u>	2	4	6
<u>Native Hawaiian or Other Pacific Islander</u>	0	1	1
<u>White</u>	46	53	99
<u>Two or more races</u>	1	2	3
<u>Race and ethnicity unknown</u>	8	12	20
Total	72	83	155

**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)							
As of November 1, 2011							
Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident alien							0
Hispanic/Latino						1	1
American Indian or Alaska Native							0
Asian	1	2		1			4
Black or African American		1				4	5
Native Hawaiian or Other Pacific Islander							0
White	3	23	1	4	2	16	49
Two or more races							0
Race and ethnicity unknown	1	5			1		7
Total men	5	31	1	5	3	21	66
Women							
Nonresident alien							0
Hispanic/Latino	1	6		1		1	9
American Indian or Alaska Native							0
Asian		1		2			3
Black or African American				2			2
				1			1

Native Hawaiian or Other Pacific Islander									
White	4	47		26			1		78
Two or more races		2		3					5
Race and ethnicity unknown		5							5
Total women	5	61	0	35	0		2		103
Total (men+women)	10	92	1	40	3		23		169
Total from EAP	10	92	1	40	3		23		169

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

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
Men			
Nonresident alien	1		
Hispanic/Latino			
American Indian or Alaska Native			1
Asian	2		1
Black or African American			
Native Hawaiian or Other Pacific Islander	1		
White	15		3
Two or more races			
Race and ethnicity unknown	9		
Total men	28	0	5
Women			
Nonresident alien			
Hispanic/Latino	1		1
American Indian or Alaska Native			
Asian	2		1
Black or African American	1		1
Native Hawaiian or Other Pacific Islander			
White	10		8
Two or more races	1		2
Race and ethnicity unknown	11		2

Total women	26	0	15
Total (men+women)	54	0	20
Total from EAP	54	0	20

Part J - Fall Staff - Part-time non-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

Gender and race/ethnicity	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/Maintenance
Men				
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				
White		1		
Two or more races	1			
Race and ethnicity unknown				
Total men	1	1	0	0
Women				
Nonresident alien				
Hispanic/Latino				
American Indian or Alaska Native				
Asian				
Black or African American				
Native Hawaiian or Other Pacific Islander				

White		7		
Two or more races				1
Race and ethnicity unknown		1		
Total women	0	8	0	1
Total (men+women)	1	9	0	1
Total from EAP	1	9	0	1

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

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	Total (includes Part-time Professionals and Part-time Non- professionals)	Graduate assistants	Part-time grand total (includes graduate assistants)
Men			
Nonresident alien	1		1
Hispanic/Latino	0		0
American Indian or Alaska Native	1		1
Asian	3		3
Black or African American	0		0
Native Hawaiian or Other Pacific Islander	1		1
White	19	1	20
Two or more races	1		1
Race and ethnicity unknown	9		9
Total men	35	1	36
Women			
Nonresident alien	0		0
Hispanic/Latino	2	1	3
American Indian or Alaska Native	0		0
Asian	3		3
Black or African American	2		2
Native Hawaiian or Other Pacific Islander	0		0
White	25		25
Two or more races	4		4
Race and ethnicity unknown	14	3	17

Total women	50	4	54
Total (men+women)	⚠ 85	⚠ 5	90
Total from EAP	85	5	90

Part K - Fall Staff - Total number of staff**Total number of staff by employment status, gender, and race/ethnicity****As of November 1, 2011**

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	3	3	1	0	4	3
<u>Hispanic/Latino</u>	5	11	0	3	5	14
<u>American Indian or Alaska Native</u>	0	0	1	0	1	0
<u>Asian</u>	12	9	3	3	15	12
<u>Black or African American</u>	7	6	0	2	7	8
<u>Native Hawaiian or Other Pacific Islander</u>	0	2	1	0	1	2
<u>White</u>	95	131	20	25	115	156
<u>Two or more races</u>	1	7	1	4	2	11
<u>Race and ethnicity unknown</u>	15	17	9	17	24	34
Grand total	138	186	36	54	174	240

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

(Hired full time between July 1 and October 31, 2011 and still on payroll of the institution 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	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
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	1	1	2		4
Total men	1	1	2	0	4
Women					
Nonresident alien					0
Hispanic/Latino					0
American Indian or Alaska Native					0
Asian					0
					0

Black or African American						
Native Hawaiian or Other Pacific Islander						0
White						0
Two or more races						0
Race and ethnicity unknown		2	4			6
Total women	0	2	4	0	0	6
Total (men+women)	1	3	6	0	0	10

Native Hawaiian or Other Pacific Islander										
White	1									1
Two or more races		2								2
Race and ethnicity unknown		3								3
Total women	1	5	0	0	0	0	0	0	0	6
Total (men+women)	1	9	0	0	0	0	0	2	2	12

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)**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	0	0	0
<u>Hispanic/Latino</u>	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	0	0	0
<u>Black or African American</u>	0	0	0
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	4	1	5
<u>Two or more races</u>	0	2	2
<u>Race and ethnicity unknown</u>	6	9	15
Grand total	10	12	22

Institution: University of Washington-Tacoma Campus (377564)

User ID: 88G2561

Human Resources Survey Evaluation

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

We have staff who have not indicated gender. We would like to report this as such, and not have to redistribute among males and females.

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: Fall 2011

Primary function/occupational activity	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	324	85	352
Professional staff	257	74	282
Staff whose primary responsibility is instruction, research, and/or public service	155	54	173
Primary instruction	0	0	0
Instruction/research/public service	155	54	173
Primarily research	0	0	0
Primarily public service	0	0	0
Executive/administrative/managerial	10	0	10
Other professionals (support/service)	92	20	99
Non-professional staff	67	11	71
Technical and paraprofessional	1	1	1
Clerical/secretarial	40	9	43
Skilled crafts	3	0	3
Service/Maintenance	23	1	23

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

**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 9/10-month contracts		Full-time instructional staff on 11/12-month contracts			
	Number of staff	Salary outlays	Number of staff	Salary outlays	Number of staff	Average salaries
All Ranks	139	\$10,568,562	14	\$1,492,944	153	\$77,059
Professor	26	\$2,518,537	6	\$872,880	32	\$101,023
Associate professor	42	\$3,417,167	2	\$260,976	44	\$82,516
Assistant professor	34	\$2,736,117			34	\$80,474
Instructor						
Lecturer	37	\$1,896,741	6	\$359,088	43	\$50,943
No academic rank						

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month 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-month 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-month average salaries are included in the DFR.

Edit Report

Human Resources

Institution: University of Washington-Tacoma Campus (377564)

Source	Description	Severity	Resolved	Options
Screen: Not on track				
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 information. When staff numbers are small (as in this case), percentage changes may appear large. The reported number is correct.				
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 information. When staff numbers are small (as in this case), percentage changes may appear large. The reported number is correct.				
Screen: Graduate assistants				
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 information. When staff numbers are small (as in this case), percentage changes may appear large. The reported number is correct.				
Perform Edits	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 information. When staff numbers are small (as in this case), percentage changes may appear large. The reported number is correct.				

Related Graduate assistants

Screens:

Screen: By position				
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 information. When staff numbers are small (as in this case), percentage changes may appear large. The reported number is correct.			