

Institution: Gonzaga University (235316)
User ID: P2353161

Overview

Human Resources Overview

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

Changes to reporting for 2019-20

There are no changes for this survey component.

Data Reporting Reminders

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

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

Resources:

- To download the survey materials for this component: [Survey Materials](#)
- All staff must now be reported using the new IPEDS occupational categories, which align with the 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 Tutorials.
- 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 **full-time permanent staff** who were included on the payroll of the institution between **November 1, 2018 and October 31, 2019** either for the **first time** (new to the institution) or **after a break in service**? Do not exclude persons who were no longer on the payroll as of November 1, 2019. (Exclude persons who have returned from sabbatical leave and full-time instructional staff who are working less-than-9-month contracts.)

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

No

Yes

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

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

No

Yes

Are ALL of the instructional staff military personnel?

No

Yes

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

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

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	3	0	0	0	3
Hispanic/Latino	0	0	2	0	0	0	2
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	3	0	0	0	3
Black or African American	0	0	1	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	10	43	0	0	0	53
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total men	0	10	52	0	0	0	62

Women

Race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	3	0	0	0	3
Hispanic/Latino	0	1	5	0	0	0	6
American Indian or Alaska Native	0	0	1	0	0	0	1
Asian	0	2	3	0	0	0	5
Black or African American	0	0	1	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	12	37	0	0	0	49
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	1	0	0	0	1
Total women	0	15	51	0	0	0	66

Total (men+women) 0 25 103 0 0 0 0 128

Total from prior year 124

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

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

As of November 1, 2019

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

Men

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0
Black or African American	0	1	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	3	10	0	2	0	15
Two or more races	0	0	1	0	0	0	1
Race and ethnicity unknown	0	1	0	0	0	0	1
Total men	0	5	11	0	2	0	18

Women

Gender and race/ethnicity	Academic Rank					No academic rank	Total
	Professors	Associate professors	Assistant professors	Instructors	Lecturers		
Nonresident alien	0	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	0	1	0	0	0	1
Black or African American	0	0	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	9	11	0	4	0	24
Two or more races	0	1	0	0	0	0	1
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	10	12	0	4	0	26
Total (men+women)	0	15	23	0	6	0	44
Total from prior year							46

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, 2019

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

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

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

Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Indefinite duration contract

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

As of November 1, 2019

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

Men

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

Women

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

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

Number of Full-time Instructional Staff

Without Faculty Status

As of November 1, 2019

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

Men

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

Women

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

Total (men+women)

Total (men+women)	0
Total from prior year	

Part A3 - Full-time Instructional Staff - Totals

Total number of Full-time Instructional Staff

As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	9	9	18
Hispanic/Latino	8	12	20
American Indian or Alaska Native	3	1	4
Asian	12	9	21
Black or African American	4	3	7
Native Hawaiian or Other Pacific Islander	0	0	0
White	209	163	372
Two or more races	2	2	4
Race and ethnicity unknown	5	3	8
Total	252	202	454
Total from prior year			457

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

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

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	9	0	0
Hispanic/Latino	8	0	0
American Indian or Alaska Native	3	0	0
Asian	12	0	0
Black or African American	4	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	209	0	0
Two or more races	2	0	0
Race and ethnicity unknown	5	0	0
Total men	252	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (carried forward from Part A)	<u>Research staff</u>	<u>Public Service staff</u>
Nonresident alien	9	0	0
Hispanic/Latino	12	0	0
American Indian or Alaska Native	1	0	0
Asian	9	0	0
Black or African American	3	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	163	0	0
Two or more races	2	0	0
Race and ethnicity unknown	3	0	0
Total women	202	0	0

Total (men+women) 454 0 0

Total from prior year **457**

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

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

Women

Race/ethnicity	Archivists, Curators, and Museum Technicians 25-4010	Librarians and Media Collections Specialists 25-4020	Library Technicians 25-4030	Student and Academic Affairs and Other Education Services Occupations 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	0	2	9	0
Two or more races	0	0	1	0
Race and ethnicity unknown	0	1	0	0
Total women	0	3	10	0
Total (men+women)	0	3	10	0
Total from prior year		2	11	

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

Number of Full-time Non-instructional Staff

by Occupational Category

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	1	0	0	0	0
Hispanic/Latino	9	1	0	6	0
American Indian or Alaska Native	1	0	0	0	0
Asian	1	4	0	3	0
Black or African American	2	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	1	0
White	86	24	19	42	1
Two or more races	1	2	1	1	0
Race and ethnicity unknown	2	0	2	5	0
Total men	103	31	22	58	1

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	2	0	0	1	0
Hispanic/Latino	8	3	0	2	1
American Indian or Alaska Native	3	0	0	0	0
Asian	5	0	2	2	0
Black or African American	4	1	0	0	0
Native Hawaiian or Other Pacific Islander	1	0	0	0	0
White	138	49	12	26	2
Two or more races	0	1	0	2	0
Race and ethnicity unknown	2	0	0	1	0
Total women	163	54	14	34	3

Total (men+women)	266	85	36	92	4
Total from prior year	257	83	35	86	4

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

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

As of November 1, 2019

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

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	2	0	0	0	0	12
Hispanic/Latino	4	0	2	2	0	32
American Indian or Alaska Native	0	0	0	0	0	4
Asian	2	0	1	1	0	24
Black or African American	3	0	2	1	0	12
Native Hawaiian or Other Pacific Islander	1	0	1	0	0	3
White	63	0	24	37	3	508
Two or more races	1	0	0	0	0	8
Race and ethnicity unknown	2	0	0	1	0	17
Total men	78	0	30	42	3	620

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time staff)
Nonresident alien	0	0	1	0	0	13
Hispanic/Latino	1	0	9	0	0	36
American Indian or Alaska Native	1	0	5	0	0	10
Asian	0	0	7	0	0	25
Black or African American	0	0	2	0	0	10
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	32	0	164	0	4	601
Two or more races	0	0	1	0	0	7
	2	0	5	0	0	14

Race and ethnicity unknown						
Total women	36	0	194	0	4	717
Total (men+women)	114	0	224	42	7	1,337
Total from prior year	119		212	41	6	1,313

Part G1 - Salaries Worksheet

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

Annual Salary, 2019-20

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

Gender and academic rank	Months worked					Total Staff	Total staff for salary reporting
	12 months	11 months	10 months	9 months	< 9 months		
Men							
Professors	0	0	0	79		79	79
Associate professors	5	0	0	71		76	76
Assistant professors	2	0	0	85		87	87
Instructors	0	0	0	0		0	0
Lecturers	0	0	0	10		10	10
No academic rank	0	0	0	0		0	0
Total men	7	0	0	245	0	252	252
Total men full-time instructional staff from Part A						252	
Women							
Professors	0	0	0	41		41	41
Associate professors	6	0	0	62		68	68
Assistant professors	5	0	0	73		78	78
Instructors	0	0	0	0		0	0
Lecturers	0	0	0	15		15	15
No academic rank	0	0	0	0		0	0
Total women	11	0	0	191	0	202	202
Total women full-time instructional staff from Part A						202	
Total (men+women)	18	0	0	436	0	454	454
Total (men+women) full-time instructional staff from Part A						454	

Part G2 - Salary Outlays for Instructional Staff

Salary Outlays for Full-time Instructional Staff

Annual Salary Outlays, 2019-20

- 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.

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Salary Outlays					Equated 9 months
		12 months	11 months	10 months	9 months		
Men							
Professors	79	0	0	0	9,913,969	9,913,969	
Associate professors	76	517,182	0	0	6,425,737	6,813,624	
Assistant professors	87	98,524	0	0	6,155,806	6,229,699	
Instructors	0	0	0	0	0	0	
Lecturers	10	0	0	0	534,511	534,511	
No academic rank	0	0	0	0	0	0	
Total men	252	615,706	0	0	23,030,023	23,491,803	
Women							
Professors	41	0	0	0	4,932,121	4,932,121	
Associate professors	68	494,600	0	0	5,148,934	5,519,884	
Assistant professors	78	289,109	0	0	5,039,340	5,256,172	
Instructors	0	0	0	0	0	0	
Lecturers	15	0	0	0	857,100	857,100	
No academic rank	0	0	0	0	0	0	
Total women	202	783,709	0	0	15,977,495	16,565,277	
Total (men + women)	454	1,399,415	0	0	39,007,518	40,057,079	

Part G3 - Average Salaries for Instructional Staff by Academic Rank

Average Salary by academic rank
 for Full-time Instructional Staff

Annual Average Salaries, 2019-20

Gender and academic rank	Total staff for salary reporting (from Part G, screen 1)	Annual Average Salaries				Equated 9 months
		12 months	11 months	10 months	9 months	
Men						
Professors	79				125,493	125,493
Associate professors	76	103,436			90,503	89,653
Assistant professors	87	49,262			72,421	71,606
Instructors	0					
Lecturers	10				53,451	53,451
No academic rank	0					
Total men	252	87,958			94,000	93,221
Women						
Professors	41				120,296	120,296
Associate professors	68	82,433			83,047	81,175
Assistant professors	78	57,822			69,032	67,387
Instructors	0					
Lecturers	15				57,140	57,140
No academic rank	0					
Total women	202	71,246			83,652	82,006
Total (men+women)	454	77,745			89,467	88,231

Part G4 - Salary Outlays for Non-instructional Staff

Salary Outlays

for Full-time Non-instructional Staff

Annual Salary Outlays, 2019-20

Occupational category	Number of full-time staff (carried forward from the Part B - FT, non-instructional staff screens)	Total annual salary outlays
Research staff	0	0
Public Service staff	0	0
Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000	13	530,259
Management Occupations 11-0000	266	24,136,529
Business and Financial Operations Occupations 13-0000	85	4,586,897
Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	36	2,131,562
Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	92	8,549,262
Healthcare Practitioners and Technical Occupations 29-0000	4	221,050
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	114	4,045,272
Sales and Related Occupations 41-0000	0	0
Office and Administrative Support Occupations 43-0000	224	9,261,916
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	42	2,391,440
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	7	251,166

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	0	0	0
Hispanic/Latino	6	0	0
American Indian or Alaska Native	1	0	0
Asian	5	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	154	0	0
Two or more races	2	0	0
Race and ethnicity unknown	2	0	0
Total men	171	0	0

Women

Race/ethnicity	Instructional staff	Research staff	Public Service staff
Nonresident alien	5	0	0
Hispanic/Latino	9	0	0
American Indian or Alaska Native	4	0	0
Asian	4	0	0
Black or African American	1	0	0
Native Hawaiian or Other Pacific Islander	0	0	0
White	178	0	0
Two or more races	3	0	0
Race and ethnicity unknown	1	0	0
Total women	205	0	0

Total (men+women)	376	0	0
Total from prior year	353		

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff by Occupational Category

As of November 1, 2019

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

Men

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

Women

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

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

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

Men

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

Women

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

Total (men+women)	1	2	2	3	2
Total from prior year	1	1	2	2	3

Part D - Part-time Staff by Occupational Category

Number of Part-time Staff

As of November 1, 2019

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	0	0	0	0	0	6
American Indian or Alaska Native	0	0	0	0	0	1
Asian	0	0	0	0	0	5
Black or African American	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	2	0	7	0	0	166
Two or more races	0	0	0	0	0	2
Race and ethnicity unknown	0	0	1	0	0	3
Total men	2	0	8	0	0	184

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All part- time staff)
Nonresident alien	0	0	0	0	0	5
Hispanic/Latino	1	0	0	0	0	10
American Indian or Alaska Native	1	0	0	0	0	5
Asian	0	0	0	0	0	4
Black or African American	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	2	0	12	0	0	199
Two or more races	0	0	0	0	0	3
Race and ethnicity unknown	0	0	0	0	0	1

Total women	4	0	12	0	0	228
Total (men+women)	6	0	20	0	0	412
Total from prior year	4		16			382

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

Number of Part-time Staff

As of November 1, 2019

Occupational category	With Faculty Status						Without Faculty Status	Total
	Tenured	On Tenure Track	Not on Tenure Track			Indefinite duration (continuing or at-will)		
			Multi-year	Annual contract	Less-than-annual contract			
Primarily Instruction	10	4	1	13	348	0	0	376
? Exclusively credit	10	4	1	13	345	0	0	373
? Exclusively not-for-credit	0	0	0	0	3	0	0	3
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
Instruction/research/public service staff	0	0	0	0	0	0	0	0
Research staff	0	0	0	0	0	0	0	0
Public Service staff	0	0	0	0	0	0	0	0
Archivists, Curators, and Museum Technicians	0	0	0	0	0	0	0	0
25-4010 Librarians and Media Collections Specialists	0	0	0	0	0	0	0	0
25-4020 Library Technicians	0	0	0	0	0	0	0	0
25-4030 ? Student and Academic Affairs and Other Education Services Occupations	0	0	0	0	0	0	0	0
25-2000 + 25-3000 + 25-9000 Management Occupations	0	0	0	0	0	0	1	1
11-0000 Business and Financial Operations Occupations	1	0	0	0	0	0	1	2
13-0000 Computer, Engineering, and Science Occupations	0	0	0	0	0	0	2	2
15-0000 + 17-0000 + 19-0000 Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations	0	0	0	0	0	0	3	3
21-0000 + 23-0000 + 27-0000 Healthcare Practitioners and Technical Occupations	0	0	0	0	0	0	2	2
29-0000 Total	11	4	1	13	348	0	9	386
Total from prior year	8	7	3	13	322		9	362

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, 2018 - October 31, 2019)

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

Men									
Race/ethnicity	With Faculty Status						Without Faculty Status	Total	
	Tenured	On Tenure Track	Not on Tenure Track						
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
Nonresident alien	0	0	0	0	0	0	0	0	
Hispanic/Latino	0	1	0	3	0	0	0	4	
American Indian or Alaska Native	0	0	0	0	0	0	0	0	
Asian	0	2	0	0	0	0	0	2	
Black or African American	0	1	0	0	0	0	0	1	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	
White	3	11	1	11	0	0	0	26	
Two or more races	0	0	0	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	1	0	0	0	1	
Total men	3	15	1	15	0	0	0	34	

Women									
Race/ethnicity	With Faculty Status						Without Faculty Status	Total	
	Tenured	On Tenure Track	Not on Tenure Track						
			Multi-year	Annual contract	Less-than-annual contract	Indefinite duration (continuing or at-will)			
Nonresident alien	0	2	0	0	0	0	0	2	
Hispanic/Latino	1	1	0	0	0	0	0	2	
American Indian or Alaska Native	0	0	0	0	0	0	0	0	
Asian	0	0	0	0	0	0	0	0	
Black or African American	0	0	0	0	0	0	0	0	
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0	
White	1	7	0	14	0	0	0	22	
Two or more races	0	0	0	0	0	0	0	0	
Race and ethnicity unknown	0	0	0	0	0	0	0	0	
Total women	2	10	0	14	0	0	0	26	
Total (men+women)	5	25	1	29	0	0	0	60	

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	0	0	0	0
Hispanic/Latino	4	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	2	0	0	0
Black or African American	1	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	26	0	0	0
Two or more races	0	0	0	0
Race and ethnicity unknown	1	0	0	0
Total men	34	0	0	0

Women

Race/ethnicity	<u>Instructional Staff</u> (from Part H, screen 1)	<u>Research staff</u>	<u>Public Service staff</u>	<u>Library and Student and Academic Affairs and Other Education Services Occupations</u> 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	2	0	0	0
Hispanic/Latino	2	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	0	0	0	0
Black or African American	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
White	22	0	0	0
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	1
Total women	26	0	0	1
Total (men+women)	60	0	0	1

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

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	3	1	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	0	3	0	1	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	8	6	1	2	0
Two or more races	0	0	0	0	0
Race and ethnicity unknown	2	0	0	3	0
Total men	13	10	1	7	0

Women

Race/ethnicity	Management Occupations 11-0000	Business and Financial Operations Occupations 13-0000	Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	Community, Social Service, Legal, Arts, Design, Entertainment, Sports, and Media Occupations 21-0000 + 23-0000 + 27-0000	Healthcare Practitioners and Technical Occupations 29-0000
Nonresident alien	0	0	0	0	0
Hispanic/Latino	4	0	0	1	0
American Indian or Alaska Native	0	0	0	0	0
Asian	2	0	0	1	0
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	16	6	1	10	0
Two or more races	0	0	0	2	0
Race and ethnicity unknown	1	0	0	1	0
Total women	23	6	1	15	0

Total (men+women)	36	16	2	22	0
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Part H - New Hires, Full-time Staff by Occupational Category

Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

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

•Report race for non-Hispanic/Latino individuals only

Men

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien	0	0	0	0	0	0
Hispanic/Latino	1	0	2	0	0	12
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	0	1	0	7
Black or African American	0	0	0	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	1	0	8	2	1	55
Two or more races	0	0	0	0	0	0
Race and ethnicity unknown	1	0	0	1	0	8
Total men	3	0	10	4	1	83

Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49- 0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53- 0000	Grand Total (All full- time new hires)
Nonresident alien	0	0	0	0	0	2
Hispanic/Latino	0	0	6	0	0	13
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	2	0	0	5
Black or African American	0	0	1	0	0	1
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	4	0	37	0	2	98
Two or more races	0	0	1	0	0	3
	0	0	1	0	0	4

Race and ethnicity unknown							
Total women	4	0	48	0	2	126	
Total (men+women)	7	0	58	4	3	209	

Human Resources Survey Evaluation

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

N/A

Prepared by

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:

- | | | |
|---------------------------------------|--|---|
| <input type="radio"/> Keyholder | <input type="radio"/> SFA Contact | <input checked="" type="radio"/> HR Contact |
| <input type="radio"/> Finance Contact | <input type="radio"/> Academic Library Contact | <input type="radio"/> Other |

Name: Melissa Waite

Email: waitem@gonzaga.edu

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

3.00 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.

Staff member	Collecting Data Needed	Revising Data to Match IPEDS Requirements	Entering Data	Revising and Locking Data
Your office	hours	10.00 hours	4.00 hours	2.00 hours
Other offices	hours	4.00 hours	hours	1.00 hours

Summary**Human Resources Component Summary**

IPEDS collects important information regarding your institution. All data reported in IPEDS survey components become available in the IPEDS Data Center and appear as aggregated data in various Department of Education reports. Additionally, some of the reported data appears specifically for your institution through the College Navigator website and is included in your institution's Data Feedback Report (DFR). The purpose of this summary is to provide you an opportunity to view some of the data that, when accepted through the IPEDS quality control process, will appear on the College Navigator website and/or your DFR. College Navigator is updated approximately three months after the data collection period closes and Data Feedback Reports will be available through the [Data Center](#) and sent to your institution's CEO in November 2019.

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

**Number of staff by employment status and occupational category:
Fall 2019**

Occupational category	Reported values		FTE staff
	Number of full-time staff	Number of part-time staff	
Total number of staff	1,337	412	1,474
Instructional Staff	454	376	579
Primary Instruction	454	376	579
Exclusively credit	444	373	568
Exclusively not-for-credit	9	3	10
Combined credit/not-for-credit	1	0	1
Instruction/research/public service	0	0	0
Research Staff	0	0	0
Public Service Staff	0	0	0
Library and Student and Academic Affairs and Other Education Services Occupations SOC	13	0	13
Librarians, Curators, and Archivists SOC 25-4000	13	0	13
Archivists, Curators, and Museum Technicians SOC 25-4010	0	0	0
Librarians SOC 25-4020	3	0	3
Library Technicians SOC 25-4030	10	0	10
Student and Academic Affairs and Other Education Services Occupations SOC 25-2000 + 25-3000 + 25-9000	0	0	0
Management Occupations SOC 11-0000	266	1	266
Business and Financial Operations Occupations SOC 13-0000	85	2	86
Computer, Engineering, and Science Occupations SOC 15-0000 + 17-0000 + 19-0000	36	2	37
Community, Social Service, Legal, Arts, Design, Entertainment, Sports and Media Occupations SOC 21-0000 + 23-0000 + 27-0000	92	3	93
Healthcare Practitioners and Technical Occupations SOC 29-0000	4	2	5
Service Occupations SOC 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	114	6	116
Sales and Related Occupations SOC 41-0000	0	0	0
Office and Administrative Support Occupations SOC 43-0000	224	20	231
Natural Resources, Construction, and Maintenance Occupations SOC 45-0000 + 47-0000 + 49-0000	42	0	42

**Number of staff by employment status and occupational category:
Fall 2019**

Production, Transportation, and Material Moving Occupations SOC 51-0000 + 53-0000	7	0	7
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NOTE: Full-time-equivalent (FTE) staff is calculated by summing the total number of full-time staff and adding one-third of the total number of part-time staff. Graduate assistants are not included in the above figures. Many of the FTE figures may be included in the DFR.

**Salaries of full-time instructional staff by contract length and academic rank:
Academic year 2019-20**

Academic rank	Months Covered by Annual Salary				Total Staff for Salary reporting	Total Number of Months	Salary Outlays	Weighted Average Monthly Salaries
	12 months	11 months	10 months	9 months				
All Ranks	18			436	454	4,140	\$40,406,933	\$9,760
Professor				120	120	1,080	\$14,846,090	\$13,746
Associate professor	11			133	144	1,329	\$12,586,453	\$9,471
Assistant professor	7			158	165	1,506	\$11,582,779	\$7,691
Instructor								
Lecturer				25	25	225	\$1,391,611	\$6,185
No academic rank								

NOTE: The above data are based on the Salary Outlays part of the IPEDS HR component. The Weighted average monthly salaries of full-time instructional staff by academic rank are calculated by adding the salary outlays reported for Men plus Women by academic rank, then dividing the sum by the "Total Number of Months" for Men plus Women by academic rank. Salaries of full-time instructional staff paid less than 9 months per year are not collected. Also, salaries of medical school staff are not collected. The weighted average monthly salaries may be included in the DFR.

Human Resources

Gonzaga University (235316)

Source	Description	Severity	Resolved	Options
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Screen: A1 - FT Instructional, Rank and Tenure - Less-Than-Annual Contract

Screen Entry	This number is outside the expected range of between 1 and 30 based on the prior year value. Please correct your data or explain. (Error #1387)	Explanation	Yes	
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Reason: The individual from the prior year is no longer in this status and no other employees are currently in this status.

Screen: H - New Hires Instructional, Tenure

Screen Entry	The total number of new hires for instructional staff (60) is outside the expected range of between 0 and 45 based on the number of full-time instructional staff reported in the prior year and the number of full-time instructional staff reported in part A. Please correct your data or explain. (Error #1393)	Explanation	Yes	
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Reason: We had higher amount of faculty hiring this year than we have had in the past.