



Common Acronyms at Washington State University

AAG or AG:	Assistant Attorney General	CMS:	Content Management System
ACA:	Affordable Care Act	COB:	Close of Business OR (Carson) College of Business
AFO:	Area Finance Officer	COE:	College of Education
AGO:	Attorney General's Office	COM:	College of Medicine
AAG:	Assistant Attorney General	CS:	Civil Service
AIS:	Administrative Information Systems	CSW:	Commission on the Status of Women
AL:	Annual Leave	CVM:	College of Veterinary Medicine
AMS:	Academic Media Service	DCP:	Deferred Compensation Plan
AP:	Administrative Professional	DEPPS:	Departmental Employee Payroll/Personnel System
APAC:	Administrative Professional Advisory Council	DOL:	Department of Labor
ASCC:	Academic Success and Career Center	DRS:	Department of Retirement Systems
BOR:	Board of Regents	EAP:	Employee Assistance Program
BPPM:	Business Policies and Procedures Manual	EEOC:	Equal Employment Opportunity Commission (Federal Agency)
BU:	Bargaining Unit	EP or EPM:	Executive Policies Manual
CAHNRS:	College of Agricultural, Human and Natural Resource Sciences	EPPM:	Educational Policies and Procedures Manual
CAS:	College of Arts and Sciences	FERPA:	Family Educational Rights & Privacy Act
CBA:	Collective Bargaining Agreement	FLSA:	Fair Labor Standards Act
CRCI:	Civil Rights Compliance & Investigation		
CDHP:	Consumer Directed Health Plan		

This is not an inclusive list





WASHINGTON STATE UNIVERSITY
Human Resource Services

FMLA or FML:	Family Medical Leave Act	LTD:	Long Term Disability
FSA:	Flexible Spending Account	LWOP:	Leave Without Pay
FTAW:	Full-time Academic Workload	MRM:	Materials & Resources Management
FTC:	Faculty Timecard	MSI:	Mass Salary Increase
FTE:	Full-time Equivalent	NEO:	New Employee Orientation
GIESO:	Commission on Gender Identity/Expression and Sexual Orientation	NID:	Network Identification
HCA:	Health Care Authority	NSTE:	Non-Student Temporary Employee
HRC:	Human Rights Commission (State Agency)	OEO:	Office for Equal Opportunity
HRS:	Human Resource Services	OFM:	Office of Financial Management (State Office)
HSA:	Health Savings Account	OPDRS:	Online Position Description and Recruitment System
IA:	Internal Auditor/Office of Internal Audit	OSHRD:	Office of the State Human Resources Director
IBPM:	Imaging & Business Process Management	PA/PRR:	Position Action/Position Review Form
ILT:	Instructor Led Training	PAF:	Personnel Action Form
IP:	International Programs	PD:	Position Description
IPN:	Integrative Physiology Neuroscience	PE:	Performance Expectation
IRI:	Interdepartmental Request Invoice	PEBB:	Public Employees Benefits Board
ISD:	Internal Service Delivery	PERMS:	Personnel/Position/Payroll Electronic Routing Management System
ISP:	Internal Service Provider	PERS:	Public Employees Retirement System
KSA's:	Knowledge, Skills, Abilities or Competencies	PFML:	Paid Family Medical Leave
LEOFF:	Law Enforcement Officers & Fire Fighters Retirement Plan	PI:	Principal Investigator
L&I:	Labor and Industries (workers compensation)	PID:	Periodic Increment Date
		PRR:	Public Records Request

This is not an inclusive list





WASHINGTON STATE UNIVERSITY
Human Resource Services

RA:	Reasonable Accommodation	TRS:	Teachers Retirement System
RCW:	Revised Code of Washington	VEBA:	Voluntary Employee's Benefit Association (MEP-Medical Expense Plan)
RSO:	Registered Student Organization	VERI:	Voluntary Early Retirement Incentive Plan (for WSURP participants-TIAA-CREFF)
RTC:	Regular Timecard	VCEA:	Voiland College of Engineering and Architecture
SL:	Sick Leave	VCS:	Videoconferencing Services
SS:	Skillsoft (Online Training system)	VPN:	Virtual Private Network
SSN:	Single Sign-On	WAC:	Washington Administrative Code
SPPM:	Safety Policies and Procedures Manual	WADDL:	Washington Animal Disease Diagnostic Lab
Staff:	Administrative Professional and Civil Service Employees	WATCH:	Washington State Patrol background check for people with access to children/vulnerable adults
TEMPS:	Temporary Employment System (used to track temp hourly appt)	WFSE:	Washington Federation of State Employees
TEV:	Travel Expense Voucher	WSURP:	Washington State University Retirement Plan
TIAA-CREF:	Teachers Insurance and Annuity Association and College Retirement Equities Fund		

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