

Human Resources 2007-08

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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 in the **Employees by Assigned Position (EAP)** and **Fall Staff** sections.

No 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, the **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.

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)?

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Part A - Employees by Assigned Position - Full-time staff, medical school

**** Applicable to institutions with M.D. or D.O. programs ****

Number of full-time staff (medical school) by faculty status and primary function/occupational activity

As of November 1, 2007

Primary function/ occupational activity (mutually exclusive categories)	Faculty status	
	Without faculty status	Total

Part B - Employees by Assigned Position

Part B - Employees by Assigned Position - Part-time staff, medical school

**** Applicable to institutions with M.D. or D.O. programs ****

Number of part-time staff (medical school) by faculty status and primary function/occupational activity

As of November 1, 2007

Faculty status

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total	Graduate assistants
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status		
<u>Primarily instruction</u>	15	5	122		142	45
<u>Instruction/research/public service/clinical</u>			18		18	13
Primarily instruction + Instruction/research/public service/clinical	15	5	140	0	160	58
<u>Primarily research</u>		2	16		18	41
<u>Primarily public service</u>	2		8		10	3
Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service	17	7	164	0	188	102
<u>Executive/administrative/managerial</u>				6	6	

Part C - Employees by Assigned Position - Total number of staff**Total number of staff by employment status and primary function/occupational activity****(Excludes graduate assistants)****As of November 1, 2007**

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Total
<u>Primarily instruction</u>	1,622	1,568	768	694	2,390
<u>Instruction/research/public service</u>	439	426	215	224	654
Primarily instruction + Instruction/research/public service	2,061	1,994	983	918	3,044
<u>Primarily research</u>	497	494	117	134	614
<u>Primarily public service</u>	425	419	66	62	491

Part D - Salaries - Full-time instructional

Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions 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, 2007

Faculty status

Gender and academic rank

Without
faculty
status

Total from Part D
(Headcount screen)

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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, 2007

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	72	9,439,055	131,098	129,928
Associate professors	51	4,464,173	87,533	84,970
Assistant professors	46	3,288,505	71,489	69,382
Instructors	18	869,803	48,322	47,284
Lecturers	21	821,205	39,105	41,332

Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits

Fringe benefits

Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits

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

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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, 2007

Gender and race/ethnicity	Total
Men	
<u>Nonresident Alien</u>	<input type="text"/>
<u>Black, non-Hispanic</u>	<input type="text"/>
<u>American Indian/Alaska Native</u>	<input type="text"/>
<u>Asian/Pacific Islander</u>	<input type="text"/>
<u>Hispanic</u>	<input type="text"/>
<u>White, non-Hispanic</u>	<input type="text"/>
<u>Race/ethnicity unknown</u>	<input type="text"/>
Total men	
Women	
<u>Nonresident Alien</u>	<input type="text"/>
<u>Black, non-Hispanic</u>	<input type="text"/>
<u>American Indian/Alaska Native</u>	<input type="text"/>
<u>Asian/Pacific Islander</u>	<input type="text"/>
<u>Hispanic</u>	<input type="text"/>
<u>White, non-Hispanic</u>	<input type="text"/>
<u>Race/ethnicity unknown</u>	<input type="text"/>
Total women	
Total (men+women)	
Total from EAP	0

Part H - Fall Staff - Full-time instruction/research/public service staff by contract length/teaching period - Headcount

Number of full-time staff whose primary responsibility is instruction, research, and/or public service by contract length/teaching period, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2007

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total
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Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month contracts/teaching periods - Salary class intervals

Number of full-time staff on 9/10-month contracts/teaching periods whose primary responsibility is instruction,

Part I - Fall Staff - Full-time intervals

- Salary class

Number of full-time technical and

der, and race/ethnicity

Gender and race/ethnicity

Below

9 50,000 and above -

Men

Nonresident alien

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

0

1

1

2

1

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Part I - Fall Staff - Full-time clerical and secretarial staff- Salary class intervals

Number of full-time clerical and secretarial staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2007

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	0	2	1	0	0	3
<u>Black, non-Hispanic</u>	7	17	3	0	0	27
<u>American Indian/Alaska Native</u>	0					

Part I - Fall S crafts staff - S intervals

Number of full-tin y class intervals ce/ethnicity

s of November

Gender and race/ 20,000-29,9 9 40,000-49,999 50,000 and above Total

Men

Nonresident alie 0 0 0 0

Black, non-Hisp 20 2 1 23

American Indian 2

Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervals

Number of full-time service/maintenance staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2007

Gender and race/ethnicity Below \$20,000 20,000-29,999 30,000-39,999 40,000-49,999 50,000 and above Total

Men

<u>Nonresident alien</u>	1	0	0	0	0	1
<u>Black, non-Hispanic</u>	31	109	8	3	0	151

American Indian/Alaska Native



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Part J - Fall Staff - Part-time professional staff

Number of part

Part J - Fall Staff - Graduate assistants and part-time staff totals

Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2007

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
Men			
<u>Nonresident Alien</u>	37	428	465
<u>Black, non-Hispanic</u>	114	25	139
<u>American Indian/Alaska</u>			

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

Gender and race/ethnicity	As of November 1, 2007					
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	304	154	465	327	769	481
<u>Black, non-Hispanic</u>	314	475	139	233	453	708
<u>American Indian/Alaska Native</u>	36	37	14	23	50	60
<u>Asian/Pacific Islander</u>	246	196	56	98	302	294
<u>Hispanic</u>	74	124	41	76	115	200
<u>White, non-Hispanic</u>	4,130	5,556	2,164	3,167	6,294	8,723
<u>Race/ethnicity unknown</u>	26	3	17	4	43	7
Grand total	5,130	6,545	2,896	3,928	8,026	10,473

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Part L - Fall Staff - New hires - Faculty status

Staff -

Number of full-time permanent new hires with service by faculty status, gender, and race

Public

(Hired full time
still on payroll)

Gender and race/ethnicity

Tenure

Total

Men

Nonresident Alien

53

Black, non-Hispanic

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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, 2007 and
still on payroll of the institution as of November 1, 2007)**

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	57	30	87
<u>Black, non-Hispanic</u>	13	33	46
<u>American Indian/Alaska Native</u>	2	3	5
<u>Asian/Pacific Islander</u>	25	21	46
<u>Hispanic</u>	6	8	14
<u>White, non-Hispanic</u>	207	325	532
<u>Race/ethnicity unknown</u>	0	0	0
Grand total	310	420	730
Grand total from Fall 2005	267	313	580

Human Resources Survey Evaluation

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

Explanation Report

Number	Source	Location	Description	Severity	Accepted
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Screen: Headcount

1	Row 25 Column 2	Upload File	The number entered, 19, has an expected range of between 9 and 15. Please explain this difference.	Explanation	Yes
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Reason: Due to the baseline from Fall 2005 being a low amount, a slight or modest increase over a 2-year period will be over the expected 25% range.

Global Edits

2		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 42035, is not within the expected range between 27524 and 41284. Please fix or explain.	Explanation	Yes
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Reason: Verified of the men 9/10 month Instructors; 6 are new hires with an average of \$42,625 and 6 are renewed contracts with an average of \$41,445.

3		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 0, is not within the expected range between 57185 and 85777. Please fix or explain.	Explanation	Yes
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Reason: There are no male 9/10 Instructors to report this re (TD0.0i2ftng ea)

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