

Institution: Missouri University of Science and Technology (178411)

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.



Yes



No

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2009 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, 2009? (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-t

Screening questions - Method of reporting race and ethnicity for this component

Race/ethnicity question

Which method of reporting race and ethnicity will you use for this component?

Asian/Pacific Islander

Hispanic

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

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

As of November 1, 2009

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

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

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

As of November 1, 2009

Faculty status

Primary function/
occupational activity
(mutually exclusive categories)

Without
faculty
status

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, 2009				
Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors		98	12	110
Associate professors		81		81
Assistant professors		50	1	51
Instructors		3	1	4
Lecturers		16	2	18
No academic rank			3	3
Total men	0	248	19	267
Total men from prior year		257	23	
Women				
Professors		9	1	10
Associate professors		14	2	16
Assistant professors		24	1	25
Instructors		2	2	4
Lecturers	2	9		11
No academic rank				

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, 2009					
Gender and academic rank	Faculty status		Number	Without faculty status	Total from Part D (Headcount screen)
	Tenured	On tenure track			
Men					
Professors	96		2		98
Associate Professors	75				

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, 2009					
Gender and academic rank	Faculty status				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	12				12
Associate Professors					
Assistant Professors					

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, 2009

Gender and academic rank

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, 2009		
Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays

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

Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods

As of November 1, 2009				
Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>				

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

Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods

As of November 1, 2009				
Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>				

Part G - Fall Staff - Full-time instruction / research / public service staff - Not on tenure track / no tenure system

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, 2009

- Report Hispanic/Latino individuals of any

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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, 2009

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	43	12	55
<u>Hispanic/Latino</u>	5	1	6
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	53	7	60
<u>Black or African American</u>	3	1	4
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	197	51	248
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0
Total (must equal Part H (next part))	301	72	373

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

Part I - Fall Staff - Full-time other professional (support /service) staff - Salary class intervals

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, 2009

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

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						
Nonresident alien	0	1	0	0	0	1
Hispanic/Latino	0	0	0	0	0	0
American Indian or Alaska Native	0	0				

Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals

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

As of November 1, 2009						
◦ Report Hispanic/Latino individuals of any race as Hispanic/Latino						
◦ Report race for non-Hispanic/Latino individuals only						
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	0			

Part I - Fall Staff - Full-time service / ma

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, 2009

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals
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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, 2009

- 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

<u>Nonresident alien</u>	21
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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, 2009

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

Gender and race/ethnicity	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>
Men				
<u>Nonresident alien</u>	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0

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, 2009

Part K - Fall Staff - Total number of staff

Total number of staff by employment status, gender, and race/ethnicity

As of November 1, 2009		
Gender and race/ethnicity	Full-time men	Full-time women

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, 2009 and still on payroll of the institution as of November 1, 2009)

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

		Faculty status		
Gender and race/ethnicity			Without faculty status	Total
	<u>Tenured</u>		2	

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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, 2009 and
still on payroll of the institution as of November 1, 2009)**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	3	0	3
<u>Hispanic/Latino</u>	0	1	1
<u>American Indian or Alaska Native</u>	1	0	1
<u>Asian</u>	2	1	3
<u>Black or African American</u>	2	1	3
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	12	19	31
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0
Grand total	20	22	42

Human Resources Survey Evaluation

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

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Explanation Report

Number	Source	Location	Description	Severity	Accepted
Global Edits					
1		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 72,459 and 108,687. Please fix or explain.	Explanation	Yes
Reason:	There a no 11/12-month men Associate professors to report this year.				
2		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 41,746, is not within the expected range between 51,502 and 77,252. Please fix or explain.	Explanation	Yes
Reason:	Decrease in average is due to a loss of 1 higher paid men Lecturer over the year.				
Screen: Headcount					
3	Row 43 Column 5	Upload File	The number entered, 3, has an expected range of between 2 and 2. Please explain this difference.	Explanation	Yes
Reason:	Due to the baseline from Fall 2007 being a low amount, a slight or modest increase over the year will be over the expected 25% range.				