

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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, 2008 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, 2008? (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)**.*

jn Yes jn No

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?

jn NEW race/ethnicity categories (9 categories):

Notes:

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

Nonresident alien

Hispanic/Latino

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Categories used in BOTH New and Old:

Nonresident alien

Race and ethnicity unknown

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

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

As of November 1, 2008

| Primary function/ occupational activity (mutually exclusive categories) | Faculty status | | | | Total |
|---|----------------|-----------------|--|------------------------|-------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | Without faculty status | |
| Primarily instruction | 599 | 272 | 371 | | 1,242 |
| <u>Instruction/research/public service</u> | | | | | |

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

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

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, 2008

| Primary function/ occupational activity (mutually exclusive categories) | Faculty status | | | | Total | <u>Graduate assistants</u> |
|--|----------------|----------------------------|---|------------------------------|-------|--------------------------------|
| | <u>Tenured</u> | <u>On tenure track</u> | Not on tenure track/ no tenure system | Without faculty status | | |
| <u>Primarily instruction</u> | 13 | 9 | 132 | | 154 | 73 |
| <u>Instruction/research/public service/clinical</u> | | | 18 | | 18 | 6 |
| Primarily instruction + Instruction/research/public service/clinical | 13 | 9 | 150 | 0 | 172 | 79 |
| <u>Primarily research</u> | | 2 | 15 | | 17 | 33 |
| <u>Primarily public service</u> | 1 | | 11 | | 12 | 2 |
| Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service | 14 | 11 | 176 | 0 | 201 | 114 |
| <u>Executive/administrative/managerial</u> | | | | 4 | 4 | |
| <u>Other professionals (support/service)</u> | | | | 72 | 72 | |
| <u>Technical and paraprofessionals</u> | | | | 37 | 37 | |
| <u>Clerical and secretarial</u> | | | | 53 | 53 | |
| <u>Skilled crafts</u> | | | | | 0 | |
| <u>Service/Maintenance</u> | | | | | | |

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, 2008

| Gender and academic rank | Faculty status | | | Without faculty status | Total from Part D (Headcount screen) |
|--------------------------|----------------|------------------------|--|------------------------|--------------------------------------|
| | <u>Tenured</u> | <u>On tenure track</u> | Not on tenure track/ no tenure system | | |
| Men | | | | | |

Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions 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, 2008

| Gender and academic rank | Faculty status | | | Without faculty status | Total from Part D (Headcount screen) |
|---|----------------|-----------------|--|------------------------|--------------------------------------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | | |
| Men | | | | | |
| Professors | 66 | | 4 | | 70 |
| Associate Professors | 37 | | 23 | | 60 |
| Assistant Professors | | 15 | 24 | | 39 |
| Instructors | | | 18 | | 18 |
| Lecturers | | | 26 | | 26 |
| No academic rank | | | 12 | | 12 |
| Total men | 103 | 15 | 107 | 0 | 225 |
| Total men prior year | 106 | 19 | 102 | 0 | 227 |
| Women | | | | | |
| Professors | 17 | | 1 | | 18 |
| Associate Professors | 13 | 1 | 18 | | 32 |
| Assistant Professors | | 20 | 33 | | 53 |
| Instructors | | | 39 | | 39 |
| Lecturers | | | 28 | | 28 |
| No academic rank | | | 12 | | 12 |
| Total women | 30 | 21 | 131 | 0 | 182 |
| Total women prior 8.28 371.64 260.58 TS1 Tm3.02 175.928 I228.66 235.08 If*ca Tw(ofn)5.00 9 262.44 259.08 5339437.4 268.8 I401.4 | | | | | |

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

| Gender and academic rank | As of November 1, 2008 | | | |
|--------------------------|------------------------|----------------|----------------|---------------------------|
| | Number | Salary outlays | Average salary | Prior year Average salary |
| Men | | | | |
| Professors | 70 | 9,988,494 | 142,693 | 131,098 |
| Associate professors | 60 | 5,365,560 | 89,426 | 87,533 |
| Assistant professors | 39 | 3,082,034 | 79,027 | 71,489 |
| Instructors | 18 | 877,277 | 48,738 | 48,322 |
| Lecturers | 26 | 1,089,557 | 41,906 | 39,105 |
| No academic rank | 12 | 486,580 | 40,548 | 38,034 |
| Total men | 225 | 20,889,502 | | |
| Women | | | | |
| Professors | | | | |

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, 2008

| Fringe benefits | Number covered | Expenditures | Average expenditures | Prior year Average expenditures |
|--|----------------------|----------------------|----------------------|---------------------------------|
| <u>Retirement plans (other than Social Security) - Vested within 5-years</u> | <input type="text"/> | <input type="text"/> | | |
| Retirement plans (other than Social Security) - Vested after 5-years | 881 | 6,091,800 | 6,915 | 7,532 |
| Medical/dental plans | 863 | 4,962,826 | 5,751 | 5,693 |
| Group life insurance | 887 | 64,769 | 73 | 70 |
| <u>Other insurance benefits (cafeteria plan, etc.)</u> | <input type="text"/> | <input type="text"/> | | |
| Guaranteed disability income protection | 883 | 194,685 | 220 | 203 |
| Tuition plan (dependents only) | | | | |
| Unrestricted | <input type="text"/> | <input type="text"/> | | |
| <u>Restricted</u> | <input type="text"/> | <input type="text"/> | | |

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, 2008

| 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 - Tenured

Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|--------------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
| Men | | | | | | | |
| <u>Nonresident alien</u> | 0 | 0 | 0 | 0 | | | 0 |
| <u>Black, non-Hispanic</u> | 6 | 6 | 0 | 0 | | | 12 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 | 0 | | | 0 |

Race and ethnicity0 Tw(588 l307.08m0 29.54l307.08lS 81 559.144 29.54l308.1 a)TJ 559.14(238.-.56267 -1C12 TD5-55.1981 5[unkn)- 7(o

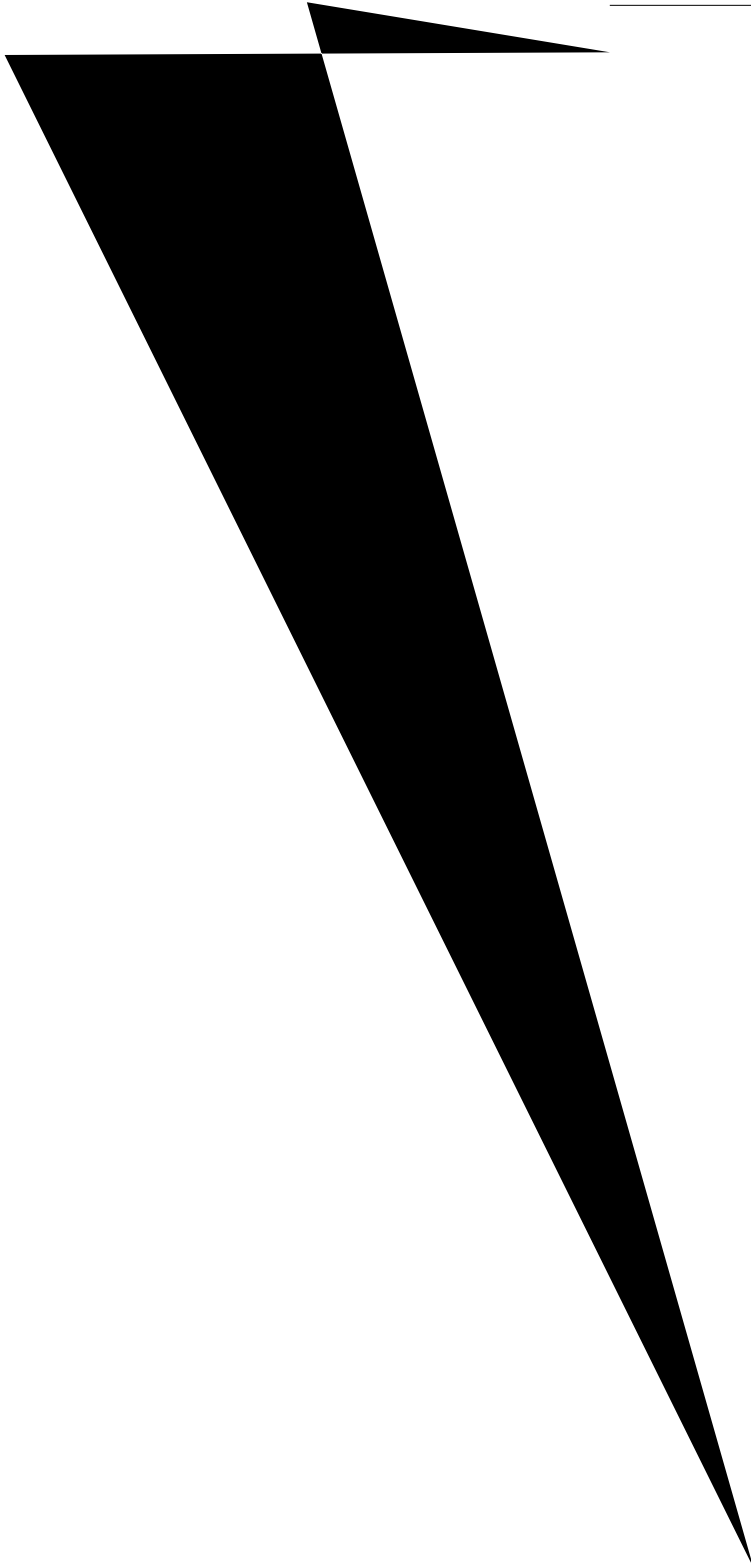
Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|---------------------------|--------------------------------|--------------------------------|----------------------|----------------------|--------------------------------|----------------------|-------|
| Men | | | | | | | |
| <u>Nonresident alien</u> | <input type="text" value="0"/> | <input type="text" value="1"/> | <input type="text"/> | <input type="text"/> | <input type="text" value="0"/> | <input type="text"/> | 32 |

Black, non-Hispanic



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, 2008

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|---------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
|---------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|

Men

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

Total number of full-time staff whose primary responsibility

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, 2008

| Gender and race/ethnicity | Less-than-9-month | 9/10-month | 11/12-month | Total | Total from Part G |
|---------------------------|-------------------|------------|-------------|-------|-------------------|
|---------------------------|-------------------|------------|-------------|-------|-------------------|

Men

Nonresident Alien



Part I - Fall Staff - Full-time other professio

Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class intervals

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

As of November 1, 2008

| 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 | 2 | 0 | 0 | 0 | 3 |
| <u>Black, non-Hispanic</u> | 0 | 7 | 4 | 5 | 3 | 19 |
| <u>American Indian/Alaska</u> | | | | | | |

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, 2008

| 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> | 2 | 0 | 0 | 0 | 0 | 2 |
| <u>Black, non-Hispanic</u> | 19 | 122 | 11 | 2 | 0 | 154 |
| <u>American Indian/Alaska Native</u> | 2 | 8 | 1 | | | |

if - Full-time staff (excluding instruction/research/public service staff)

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

As of November 1, 2008

| <u>Executive/ administrative/ managerial</u> | <u>Other professionals (support/service)</u> | <u>Technical and paraprofessionals</u> | <u>Clerical and secretarial</u> | <u>Skilled crafts</u> | <u>Service/ Maintenance</u> | <u>Total</u> |
|--|--|--|-------------------------------------|---------------------------|---------------------------------|--------------|
| 2 | 15 | 3 | 1 | 0 | 2 | 23 |
| 15 | 45 | 19 | 27 | 26 | 154 | 286 |
| 4 | 6 | 3 | 0 | 5 | 11 | 29 |
| 9 | 29 | 17 | 7 | 0 | 6 | 68 |
| 2 | | | 2 | 2 | 14 | 37 |

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, 2008

| 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> | 1 | 1 | 0 | 7 |
| <u>Black, non-Hispanic</u> | 8 | 7 | 0 | 56 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 | 5 |
| <u>Asian/Pacific Islander</u> | 4 | 1 | 0 | 4 |
| <u>Hispanic</u> | 3 | 1 | 0 | 11 |
| <u>White, non-Hispanic</u> | 221 | 77 | 21 | 355 |
| <u>Race and ethnicity unknown</u> | 2 | 2 | 0 | 9 |
| Total men | 239 | 89 | 21 | 447 |
| Women | | | | |
| <u>Nonresident alien</u> | | | | |

Part K - Fall Staff - Total number of staff

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

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, 2008 and still on payroll of the institution as of November 1, 2008)

| | Total men | Total women | Total (men+women) |
|--------------------------------------|-----------|-------------|-------------------|
| <u>Nonresident alien</u> | 44 | 22 | 66 |
| <u>Black, non-Hispanic</u> | 15 | 19 | 34 |
| <u>American Indian/Alaska Native</u> | 3 | 2 | 5 |
| <u>Asian/Pacific Islander</u> | 12 | 18 | 30 |
| <u>Hispanic</u> | 1 | 2 | 3 |
| <u>White, non-Hispanic</u> | 184 | 266 | 450 |

Human Resources Survey Evaluation

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

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

| Explanation Report | | | | | |
|---------------------|--|---------------|--|-------------|----------|
| Number | Source | Location | Description | Severity | Accepted |
| Global Edits | | | | | |
| 1 | | Perform Edits | The average salary for one of the academic ranks in 9/10 month contracts 29708, is not within the expected range between 40839 and 61257. Please fix or explain. | Explanation | Yes |
| Reason: | Small number counts for current and prior year are affecting average salaries. | | | | |
| Global Edits | | | | | |
| 2 | | Perform Edits | The total number of employees in EAP for part-time primarily instruction entered, 535, has an expected range of between 538 and 998. Please explain this difference. | Explanation | Yes |
| Reason: | Due to policy change, fire & rescue faculty were reclassified from primarily instruction to instruction/research/public service. | | | | |
| 3 | | Perform Edits | The total number of employees in EAP for part-time instruction/research/public service entered, 591, has an expected range of between 151 and 279. Please explain this difference. | Explanation | Yes |
| Reason: | Due to policy change, fire & rescue faculty were reclassified from primarily instruction to instruction/research/public service. | | | | |

Print Form(s)

GoBack