

Human Resources 2007-08

Institution: University of Missouri-Kansas City (178402)

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

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.*

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 |
|---|----------------|--|------------------------------|-------|
| | <u>Tenured</u> | | | |

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

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

As of November 1, 2007

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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> | 979 | 943 | 546 | 540 | 1,525 |
| <u>Instruction/research/public service</u> | 76 | 78 | 107 | 86 | 183 |
| Primarily instruction + Instruction/research/public service | 1,055 | 1,021 | 653 | 626 | 1,708 |
| <u>Primarily research</u> | 59 | 72 | 27 | 35 | 86 |
| <u>Primarily public service</u> | 45 | 49 | 31 | 27 | 76 |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 1,159 | 1,142 | 711 | 688 | 1,870 |
| <u>Executive/administrative/managerial</u> | 248 | 244 | 5 | 5 | 253 |
| <u>Other professionals (support/service)</u> | 346 | 332 | 86 | 95 | 432 |
| <u>Technical and paraprofessionals</u> | 137 | 136 | 66 | 65 | 203 |
| <u>Clerical and secretarial</u> | 347 | 350 | 43 | 52 | 390 |
| <u>Skilled crafts</u> | 76 | 87 | 0 | | 76 |
| <u>Service/Maintenance</u> | 163 | 177 | 70 | 110 | 233 |
| Grand total | 2,476 | 2,468 | 981 | 1,015 | 3,457 |

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, 2007

| Gender and academic rank | Less-than-9-month | 9/10-month | 11/12-month | Total |
|--------------------------|----------------------|---------------------------------|---------------------------------|-------|
| Men | | | | |
| Professors | <input type="text"/> | <input type="text" value="90"/> | <input type="text" value="17"/> | 107 |
| Associate professors | <input type="text"/> | <input type="text" value="73"/> | <input type="text" value="40"/> | 113 |
| Assistant professors | <input type="text"/> | <input type="text" value="86"/> | <input type="text" value="39"/> | 125 |
| Instructors | <input type="text"/> | <input type="text" value="2"/> | | |

Part D - Instructional staff on 9/10-month contracts/teaching

pe

Applicable to 4-year degree-granting institutions only ****

Number of instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and

acc

As of November 1, 2007

Faculty status

Ge

Me

Pro

Associate Professors

| | <u>Offered</u> | <u>On tenure track</u> | Not on tenure track/ no tenure system | Without faculty status | Total from Part D (Headcount screen) |
|----------------------|----------------|------------------------|---|------------------------------|---|
| | 86 | | 4 | | 90 |
| Associate Professors | 65 | 6 | 2 | | |

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, 2007

| 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 | 12 | 1 | 4 | | 17 |
| Associate Professors | 21 | 7 | 12 | | 40 |
| Assistant Professors | | 6 | 33 | | 39 |
| Instructors | | | | | |

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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, 2007**

| Gender and academic rank | Number | Salary outlays | Average salary | Prior year Average salary |
|----------------------------|------------|-------------------|----------------|------------------------------|
| Men | | | | |
| Professors | 90 | 9,416,083 | 104,623 | 101,047 |
| Associate professors | 73 | 5,434,910 | 74,451 | 69,740 |
| Assistant professors | 86 | 5,229,483 | 60,808 | 58,744 |
| Instructors | 2 | 95,156 | 47,578 | 42,073 |
| Lecturers | 6 | 250,973 | 41,829 | 44,482 |
| No academic rank | | | | 0 |
| Total men | 257 | 20,426,605 | | |
| Women | | | | |
| Professors | 26 | 2,457,224 | 94,509 | 92,009 |
| Associate professors | 66 | 4,445,792 | 67,360 | 64,782 |
| Assistant professors | 54 | 2,889,212 | 53,504 | 48,714 |
| Instructors | 12 | 579,772 | 48,314 | 46,757 |
| Lecturers | 6 | 197,828 | 32,971 | 41,614 |
| No academic rank | 1 | 28,229 | 28,229 | 27,540 |
| Total women | 165 | 10,598,057 | | |
| Total (men + women) | 422 | 31,024,662 | | |

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 | 17 | 2,119,942 | 124,702 | 114,647 |
| Associate professors | 40 | 3,888,252 | 97,206 | 90,778 |
| Assistant professors | 39 | 2,966,032 | 76,052 | 74,878 |
| Instructors | 3 | 189,914 | 63,305 | |

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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, 2007**

| 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 | 422 | 3,168,513 | 7,508 | 7,198 |
| Medical/dental plans | 395 | 2,331,154 | 5,902 | 5,847 |
| Group life insurance | 421 | 27,906 | 66 | 51 |
| <u>Other insurance benefits (cafeteria plan, etc.)</u> | <input type="text"/> | <input type="text"/> | | |
| Guaranteed disability income protection | 422 | 86,043 |  204 | 306 |
| Tuition plan (dependents only) | | | | |
| Unrestricted | <input type="text"/> | <input type="text"/> | | |
| Restricted | <input type="text"/> | <input type="text"/> | | |
| Housing plan | | | | |
| Unrestricted | <input type="text"/> | <input type="text"/> | | |
| Restricted | <input type="text"/> | <input type="text"/> | | |
| Social Security taxes | 422 | 2,261,192 | 5,358 | 5,111 |
| Unemployment compensation taxes | 422 | 27,430 | 65 | 58 |
| Worker's compensation taxes | 422 | 210,968 | 500 | 540 |
| Other benefits in kind with cash options | <input type="text"/> | <input type="text"/> | | |
| Total expenditures | | 8,113,206 | | |

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

Fringe benefits

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

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, 2007

| Gender and race/ethnicity | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|--------------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
| Men | | | | | | | |
| <u>Nonresident Alien</u> | 0 | 0 | 7 | 0 | 39 | 10 | 56 |
| <u>Black, non-Hispanic</u> | 1 | 1 | 3 | 2 | 5 | 3 | 15 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 | 0 | 2 | 0 | 2 |
| <u>Asian/Pacific Islander</u> | 1 | 1 | 6 | 0 | 33 | 0 | 43 |
| <u>Hispanic</u> | 0 | 1 | 1 | 0 | 7 | 0 | 9 |
| <u>White, non-Hispanic</u> | 6 | 14 | 40 | 7 | 143 | 19 | 229 |
| <u>Race/ethnicity unknown</u> | 0 | 0 | 1 | 0 | 4 | 0 | 5 |
| Total men | 10 | 17 | 58 | 0 | | | |

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</u> | |

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, 2007

| | Total men | Total women | Total (men+women) |
|----------------------------|-----------|-------------|-------------------|
| <u>Nonresident Alien</u> | 79 | 30 | 109 |
| <u>Black, non-Hispanic</u> | 29 | 41 | 70 |
| 41 | | | |

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 | Total from Part G |
|----------------------------|-------------------|------------|-------------|-------|-------------------|
| Men | | | | | |
| <u>Nonresident Alien</u> | 0 | 12 | 67 | 79 | 79 |
| <u>Black, non-Hispanic</u> | 1 | 12 | 6 | 19 | 79 |

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, research, and/or public service by salary class intervals, gender, and race/ethnicity

Part H - Fall Staff - Full-time instruction/research/public service staff on 11/12-month contracts/teaching periods - Salary class intervals

Number of full-time staff on 11/12-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, 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 | Below \$30,000 | 30,000-39,999 | 40,000-49,999 | 50,000-64,999 | 65,000-79,999 | 80,000-99,999 | 100,000 and above | Total from Part H (Headcount screen) |
|---------------------------|----------------|---------------|---------------|---------------|---------------|---------------|-------------------|--------------------------------------|
| Men | | | | | | | | |
| Nonresident Alien | 3 | 18 | 33 | 2 | 6 | 4 | 1 | 67 |
| Black, non-Hispanic | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |

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

Number of full-time other professional (support/service) staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2007

| Gender and race/ethnicity | Below \$30,000 | 30,000-39,999 | 40,000-49,999 | 50,000-64,999 | 65,000-79,999 | 80,000-99,999 | 100,000 and above | Total |
|--------------------------------------|----------------|---------------|---------------|---------------|---------------|---------------|-------------------|-------|
| Men | | | | | | | | |
| <u>Nonresident alien</u> | 0 | 0 | 1 | 1 | 0 | 0 | | 2 |
| <u>Black, non-Hispanic</u> | 0 | 1 | 3 | 0 | 0 | 0 | | 4 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 | 0 | 0 | 0 | | 0 |
| <u>Asian/Pacific Islander</u> | 0 | 2 | 2 | 4 | 0 | 0 | | 8 |
| <u>Hispanic</u> | 1 | 1 | 0 | 0 | 0 | 1 | | 3 |
| <u>White, non-Hispanic</u> | 3 | 29 | 40 | 24 | 12 | 3 | | 111 |
| <u>Race/ethnicity unknown</u> | 0 | 0 | 0 | 0 | 0 | 0 | | 0 |
| Total men | 4 | 33 | 46 | 29 | 12 | 4 | | |

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, 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 | 0 | 0 | 0 | 0 | 0 |
| <u>Black, non-Hispanic</u> | 0 | 3 | 2 | 0 | 0 | 5 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 | 0 | 0 | 0 |
| <u>Asian/Pacific Islander</u> | 0 | 0 | 1 | 0 | 0 | 1 |
| <u>Hispanic</u> | 0 | 1 | 0 | 0 | 0 | 2 |
| <u>White, non-Hispanic</u> | 1 | 11 | 22 | 10 | 0 | 50 |
| <u>Race/ethnicity unknown</u> | 0 | 0 | 0 | 0 | 0 | 0 |

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

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

Number of full-time skilled crafts

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

Number of full-time service/maintenance

**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

As of November 1, 2007

| Gender and race/ethnicity | <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> | Total |
|--------------------------------------|--|--|--|---------------------------------|-----------------------|-----------------------------|-------|
| Men | | | | | | | |
| <u>Nonresident alien</u> | 0 | 2 | 0 | 0 | 1 | 2 | 5 |
| <u>Black, non-Hispanic</u> | 7 | 4 | 5 | 3 | 15 | 35 | 69 |
| <u>American Indian/Alaska Native</u> | 1 | 0 | 0 | 0 | 0 | 2 | 3 |
| <u>Asian/Pacific Islander</u> | 2 | 8 | 1 | 0 | 1 | 1 | 13 |
| <u>Hispanic</u> | 1 | 3 | 2 | 1 | 0 | 6 | 13 |
| <u>White, non-Hispanic</u> | 99 | 111 | 50 | 29 | 58 | | |

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, 2007

| Gender and race/ethnicity | <u>Staff whose primary responsibility is instruction, research, and/or public service</u> | <u>Executive/ administrative/ managerial</u> | <u>Other professionals</u> |
|---------------------------|---|--|----------------------------|
|---------------------------|---|--|----------------------------|

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, 2007

| Gender and race/ethnicity | <u>Technical and paraprofessionals</u> | <u>Clerical and</u> |
|---------------------------|--|---------------------|
|---------------------------|--|---------------------|

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Part J - Fall Staff - Graduate assistants and part-time staff totalsNumber 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> | 22 | 83 | 105 |
| <u>Black, non-Hispanic</u> | 21 | 5 | 26 |
| <u>American Indian/Alaska Native</u> | 3 | 1 | 4 |
| <u>Asian/Pacific Islander</u> | 12 | 7 | 19 |
| <u>Hispanic</u> | 13 | 5 | 18 |
| <u>White, non-Hispanic</u> | 346 | 134 | 480 |
| <u>Race/ethnicity unknown</u> | 2 | 0 | 2 |
| Total men | 419 | 235 | 654 |
| Women | | | |
| <u>Nonresident Alien</u> | 23 | 59 | 82 |
| <u>Black, non-Hispanic</u> | 70 | 13 | 83 |
| <u>American Indian/ Alaska Native</u> | 1 | 1 | 2 |
| <u>Asian/Pacific Islander</u> | 26 | 7 | 33 |
| <u>Hispanic</u> | 12 | 4 | 16 |
| <u>White, non-Hispanic</u> | 430 | 145 | 575 |
| <u>Race/ethnicity unknown</u> | 0 | 0 | 0 |
| Total women | 562 | 229 | 791 |
| Total (men+women) | 981 | 464 | 1,445 |
| Total from EAP | | 464 | |

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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> | 84 | 34 | 105 | 82 | 189 | 116 |
| <u>Black, non-Hispanic</u> | 98 | 253 | 26 | 83 | 124 | 336 |
| <u>American Indian/Alaska Native</u> | 5 | 8 | 4 | 2 | 9 | 10 |
| <u>Asian/Pacific Islander</u> | 97 | 61 | 19 | 33 | 116 | 94 |
| <u>Hispanic</u> | 25 | 53 | 18 | 16 | 43 | 69 |
| <u>White, non-Hispanic</u> | 839 | 912 | 480 | 575 | 1,319 | 1,487 |
| <u>Race/ethnicity unknown</u> | 6 | 1 | 2 | 0 | 8 | 1 |
| Grand total | 1,154 | 1,322 | 654 | 791 | 1,808 | 2,113 |

**Part L - Fall Staff - New hires - Full-time instruction/research/public service staff -
Faculty status**

Number of full-time permanent new hir

Explanation Report

| Number | Source | Location | Description | Severity | Accepted |
|--------|--------|----------|-------------|----------|----------|
|--------|--------|----------|-------------|----------|----------|

Screen: FT medical

| | | | | | |
|---|--------------------|----------------|---|-------------|-----|
| 1 | Row 16 Column 3 | Upload File | The number entered, 15, has an expected range of between 101 and 185. Please explain this difference. | Explanation | Yes |
|---|--------------------|----------------|---|-------------|-----|

Reason: Most residents were reclassified as "Not on tenured track".

| | | | | | |
|---|--------------------|----------------|--|-------------|-----|
| 2 | Row 16 Column 4 | Upload File | The number entered, 344, has an expected range of between 148 and 274. Please explain this difference. | Explanation | Yes |
|---|--------------------|----------------|--|-------------|-----|

Reason: Some residents were reclassified from "On tenured track".

Screen: Headcount

| | | | | | |
|---|--------------------|----------------|---|-------------|-----|
| 3 | Row 25 Column 2 | Upload File | The number entered, 4, has an expected range of between 6 and 10. Please explain this difference. | Explanation | Yes |
|---|--------------------|----------------|---|-------------|-----|

Reason: Due to the baseline from Fall 2005 being a low amount, a slight or modest decrease over a 2-year period will be under the expected 25% range.

Global Edits

| | | | | | |
|---|--|------------------|--|-------------|-----|
| 4 | | Perform Edits | The average salary for one of the academic ranks in 9/10 month contracts 32971, is not within the expected range between 33292 and 49936. Please fix or explain. | Explanation | Yes |
|---|--|------------------|--|-------------|-----|

Reason: Three previous highest ranked women 9/10 month Lecturers moved up to Asst. Professor positions.

Global Edits

| | | | | | |
|---|--|------------------|---|-------------|-----|
| 5 | | Perform Edits | The average expenditure for one of benefits in 9/10 month contracts 204, is not within the expected range between 215 and 397. Please fix or explain. | Explanation | Yes |
|---|--|------------------|---|-------------|-----|

Reason: University reduced employee and employer cost premiums for Long Term Disability by 35%.
Tco by 90.5% (vely.15.02411.2229n: 04,0003.1624%,)0

Screen: Benefits 11/12 mo

| | | | | | |
|---|-------------------|-----------------|---|-------------|-----|
| 6 | Row 6 Column 5 | Screen Entry | The average expenditure for one of benefits in 11/12 month contracts 65, is not within the expected range between 35 and 63. Please fix or explain. | Explanation | Yes |
|---|-------------------|-----------------|---|-------------|-----|

Reason: University increased employee and employer

| | | | | |
|---|---------------|---|-------------|-----|
| 8 | Perform Edits | service/maintenance entered, 70, has an expected range of between 77 and 143. Please explain this difference. | Explanation | Yes |
|---|---------------|---|-------------|-----|

This is confirmed. We had

Reason:

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