

Institution: Missouri University of Science and Technology (178411)

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 or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

Race and ethnicity unknown

jn OLD race/ethnicity categories (7 categories):

Nonresident alien

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Race and ethnicity unknown

jn MIXTURE of new and old race/ethnicity categories (all 14 categories will show on each screen):

NEW categories:

Notes for NEW categories:

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

Hispanic/Latino

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

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

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

As of November 1, 2008

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>					

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, 2008

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>			75		75	245
<u>Instruction/research/public service</u>			1		1	15
Primarily instruction + Instruction/research/public service	0	0	76	0	76	260
<u>Primarily research</u>			24		24	262
<u>Primarily public service</u>					0	4
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	100	0	100	526
<u>Executive/administrative/managerial</u>				3	3	
<u>Other professionals (support/service)</u>				25	25	
<u>Technical and paraprofessionals</u>						







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, 2008

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, 2008				
Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	14	1,653,934	118,138	112,948
Associate professors	1	90,573	90,573	91,963
Assistant professors	1	60,000	60,000	65,892
Instructors	1	59,800	59,800	57,488
Lecturers	3	193,130	 64,377	38,799
No academic rank	3	159,954	 53,318	44,060
Total men	23	2,217,391		
Women				
Professors	2	289,989	144,995	140,018
Associate professors	2	146,094	 73,047	59,676
Assistant professors				67,227
Instructors	3	160,014	53,338	50,913
Lecturers				42,580
No academic rank				60,000
Total women	7	596,097		Total (men + women) 30

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>				
Retirement plans (other than Social Security) - Vested after 5-years	312	2,334,067	7,481	8,737

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>	<input type="text"/>	<input type="text"/>		

Part G - Fall Staff - Full-time instruction/re

ff - Tenured

Number of full-time staff with faculty status who are Tenured
research, and/or public service by academic rank, gender

ability is instruction,

As of Novem

Gender and race/ethnicity	Professors	Associate professors	Assi prof	No academic rank	Total
Men					
Nonresident alien	6	2			8
Black, non-Hispanic	1	1			2
American Indian/Alaska Native	0	0			0
Asian/Pacific Islander	22	11			33
Hispanic	1				

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"/>	<input type="text" value="0"/>	<input type="text" value="16"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	16

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
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Men

Nonresident alien

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, 2008

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 and ethnicity unknown</u>	<input type="text"/>
Total men	0
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>	

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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, 2008

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	47	13	60
<u>Black, non-Hispanic</u>	3	1	4
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	49	6	55
<u>Hispanic</u>	5	1	6
<u>White, non-Hispanic</u>	204	51	255
<u>Race and ethnicity unknown</u>	0	0	0
Total (must equal Part H (next part))	308	72	380

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, incl

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,

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Part I - Fall Staff - Full-time executive/administrative/managerial staff by salary class intervals

Number of full-time executive/administrative/managerial staff by salary class intervals, gender, race/ethnicity

As of November 1, 2008

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
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Men

<u>Nonresident alien</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>
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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, 2008

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
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Men

Nonresident alien	0	0	1	1	0			2
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Black, non-Hispanic	1	1	1	2	0			5
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American Indian/Alaska

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

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, 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
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Men

Nonresident alien



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>	0	0	0	0		0
<u>Black, non-Hispanic</u>	0	3	0	1		4
<u>American Indian/Alaska Native</u>	0	2	0	0		2
<u>Asian/Pacific Islander</u>	0	1	0	0		1

**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, 2008

Gender and
race/ethnicity

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>	0	0	0	0
<u>Black, non-Hispanic</u>	0	1	0	1
<u>American Indian/Alaska Native</u>	0	0	0	0
<u>Asian/Pacific Islander</u>	0	0	0	0

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, 2008

Gender and race/ethnicity

Subtotal

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, 2008					
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>		52	15			

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

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
<u>Nonresident alien</u>	1	2	9		12
<u>Black, non-Hispanic</u>	0	0	0		0
<u>American Indian/Alaska Native</u>	0	0	0		0
<u>Asian/Pacific Islander</u>	0	1	0		1

Part L - Fall Staff - New hires - Full-time staff by position

Number of full-time permanent new hires by primary function/occupational activity, 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)**

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, 3, has an expected range of between 2 and 2. Please explain this difference.	Explanation	Yes
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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.

Global Edits

2		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 64377, is not within the expected range between 31040 and 46558. Please fix or explain.	Explanation	Yes
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Reason: Increase in average is due to a loss of 3 lower paid men Lecturers over the year.

3		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 53318, is not within the expected range between 35248 and 52872. Please fix or explain.	Explanation	Yes
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Reason: Increase in average is due to a loss of 3 lower paid men with no academic rank over the year.

4		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 73047, is not within the expected range between 47741 and 71611. Please fix or explain.	Explanation	Yes
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Reason: Increase in average is due to the gain of 1 higher paid women Associate professor over the year.

5		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 53782 and 80672. Please fix or explain.	Explanation	Yes
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Reason: There a no 11/12-month women Assistant professors to report this year.

6		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 34064 and 51096. Please fix or explain.	Explanation	Yes
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Reason: There a no 11/12-month women Lectures to report this year.

7		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 48000 and 72000. Please fix or explain.	Explanation	Yes
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Reason: There a no 11/12-month women with no academic rank to report this year.

Global Edits

The average expenditure for one of

8	Perform Edits	benefits in 11/12 month contracts 80, is not within the expected range between 42 and 78. Please fix or explain.	Explanation	Yes
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Reason: Significant increase is tied to salary increases associated with faculty promotions.

9	Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 260, is not within the expected range	Explanation	Yes
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Reason: Significant increase is tied to salary increases associated with faculty promotions.9

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