

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)**.*

Yes

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?

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
<u>Primarily instruction + Instruction/research/public service/clinical</u>	13	9	150	0	172	79
<u>Primarily research</u>		2	15		17	33
<u>Primarily public service</u>	1		11		12	2
<u>Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service</u>	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 l228.66 235.08 If*ca Tw(ofn)5.00 9 262.44 259.08 5339437.4 268.8 l401.4					

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

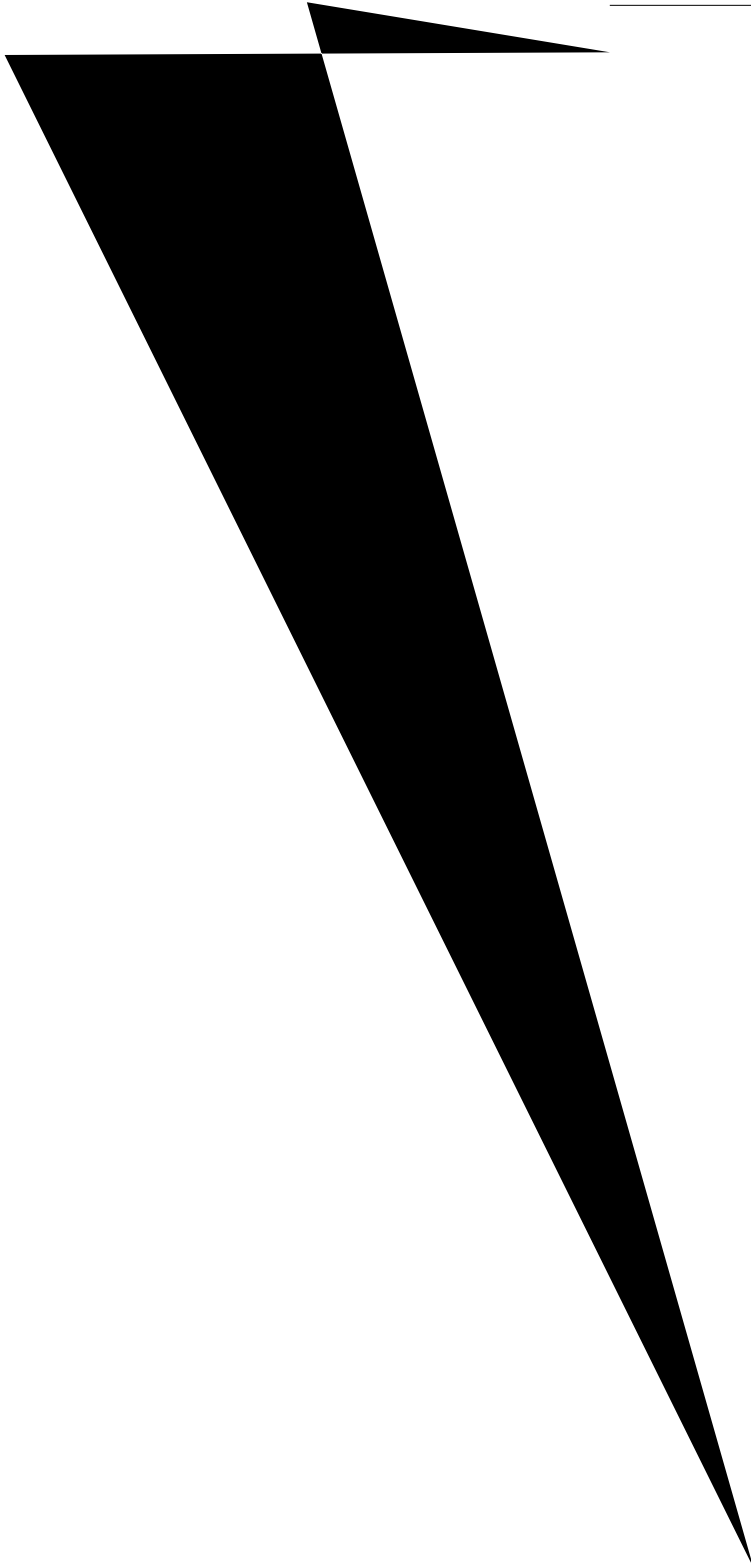
Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

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
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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
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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>	Total
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.				

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