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## Human Resources 2010-11

Institution: Missouri University of Science and Technology (178411)

User ID: 29C0011

### **Overview**

Welcome to the IPEDS Human Resources (HR) survey component. This survey collects important information about your institution's staff.

To access your prior year data submission for this component: [Reported Data](#)

If you have questions about completing this survey, please contact the

**Human Resources Screening Questions**

Yes



Yes



No

**NOT**

Yes

**Salaries**

**NOT**

**Human Resources Screening Questions**

*first time    after a break in service*

**Yes**  
*full-time permanent new hires*

*Fall Staff section (long version)*

Yes

No

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

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Primary function/  
occupational activity  
(mutually exclusive categories)

Tenured

Without  
faculty    Total  
status

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

| Primary function/<br>occupational activity<br>(mutually exclusive categories)                               | <u>Tenured</u> | <u>On tenure<br/>track</u> | Not on<br>tenure<br>track/<br>no tenure<br>system | Without<br>faculty<br>status | Total | <u>Graduate<br/>assistants</u> |
|---|----------------|----------------------------|---|------------------------------|-------|--------------------------------|
| <u>Primarily instruction</u>  |                |                            | 77  |                              | 77    | 277                            |
| <u>Instruction/research/public service</u>  |                |                            |   |                              | 0     | 33                             |
| Primarily instruction + Instruction/research/public service   | 0              | 0                          | 77  | 0                            | 77    | 310                            |
| <u>Primarily research</u>   |                |                            | 30  |                              | 30    | 310                            |
| <u>Primarily public service</u>   |                |                            |   |                              | 0     |                                |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 0              | 0                          | 107   | 0                            | 107   | 620                            |
| <u>Executive/administrative/managerial</u>  |                |                            |   | 3                            | 3     |                                |
| <u>Other professionals (support/service)</u>  |                |                            |   | 24                           | 24    |                                |
| <u>Technical and paraprofessionals</u>  |                |                            |   | 16                           | 16    |                                |
| <u>Clerical and secretarial</u>   |                |                            |   | 18                           | 18    |                                |
| <u>Skilled crafts</u>   |                |                            |   | 2                            | 2     |                                |
| <u>Service/Maintenance</u>  |                |                            |   | 63                           | 63    |                                |
|   | 0              | 0                          | 107   | 126                          | 233   | 620                            |
| Total from prior year   |                |                            |   |                              |       |                                |

**Part C - Employees by Assigned Position - Total number of staff**

| Primary function/occupational activity | Full-time | Full-time from prior year | Part-time | Part-time from prior year | Graduate assistants | Graduate assistants from prior year | Total including Graduate assistants |
|--|-----------|---------------------------|-----------|---------------------------|---------------------|-------------------------------------|-------------------------------------|
| Primarily instruction                  |           |                           |           |                           |                     |                                     |                                     |

**Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount**

| Gender and academic rank | Less-than-9-month              | 9/10-month                      | 11/12-month                     | Total |
|--------------------------|--------------------------------|---------------------------------|---------------------------------|-------|
| Professors               | <input type="text"/>           | <input type="text" value="93"/> | <input type="text" value="11"/> | 104   |
| Associate professors     | <input type="text" value="1"/> | <input type="text"/>            |                                 |       |

**Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status**

| Gender and academic rank | <u>Tenured</u> | <u>On tenure track</u> | Not on<br>tenure track/<br>no tenure system | Without<br>faculty<br>status | Total from Part D<br>(Headcount screen) |
|--------------------------|----------------|------------------------|---|------------------------------|---|
| Professors               | 92             |                        | 1   |                              |   |



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

Gender and academic rank

Without  
faculty  
status

Total from Part D

**Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays**



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

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

| 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         | 31             | 164,451      | 5,305                |                                 |
| Medical/dental plans   | 30             | 193,882      | 6,463                |                                 |
| Group life insurance   | 31             | 2,189        | 71                   |                                 |
| <u>Other insurance benefits (cafeteria plan, etc.)</u>                       |                |              |                      |                                 |
| Guaranteed disability income protection                                      | 31             | 7,290        | 235                  |                                 |
| Tuition plan (dependents only)   |                |              |                      |                                 |
| Unrestricted   |                |              |                      |                                 |
| <u>Restricted</u>  |                |              |                      |                                 |
| Housing plan   |                |              |                      |                                 |
| Unrestricted   |                |              |                      |                                 |
| <u>Restricted</u>  |                |              |                      |                                 |
| Social Security taxes  | 31             | 181,405      | 5,852                |                                 |
| Unemployment compensation taxes  |                |              |                      |                                 |

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

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

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

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

| Gender and race/ethnicity                        | Professors | Associate professors | Assistant professors | Instructors | Lecturers | No academic rank | Total |
|--|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
| <u>Nonresident alien</u>                         | 0          | 1                    | 6                    | 0           | 1         | 16               | 24    |
| <u>Hispanic/Latino</u>                           | 0          | 0                    | 0                    | 0           | 0         | 0                | 0     |
| <u>American Indian or Alaska Native</u>          | 0          | 0                    | 0                    | 0           | 0         | 0                | 0     |
| <u>Asian</u>                                     | 0          | 2                    | 1                    | 0           | 0         | 1                | 4     |
| <u>Black or African American</u>                 | 0          | 0                    | 0                    | 0           | 0         | 0                | 0     |
| <u>Native Hawaiian or Other Pacific Islander</u> | 0          | 0                    | 0                    | 0           | 0         | 0                | 0     |
| <u>White</u>                                     | 1          | 6                    | 5                    | 2           | 12        | 8                | 34    |
| <u>Two or more races</u>                         | 0          | 0                    | 0                    | 0           | 0         | 0                | 0     |
| <u>Race and ethnicity</u>                        |            |                      |                      |             |           |                  |       |



**Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status**

Gender and race/ethnicity

Total

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

|  | Total men | Total women | Total (men+women) |
|--|-----------|-------------|-------------------|
| <u>Nonresident alien</u>                         | 45        | 11          | 56                |
| <u>Hispanic/Latino</u>                           | 6         | 2           | 8                 |
| <u>American Indian or Alaska Native</u>          | 0         | 0           | 0                 |
| <u>Asian</u>                                     | 54        | 7           | 61                |
| <u>Black or African American</u>                 | 3         | 1           | 4                 |
| <u>Native Hawaiian or Other Pacific Islander</u> | 0         | 0           | 0                 |
| <u>White</u>                                     | 181       | 55          | 236               |
| Two or more races                                | 3         | 0           | 3                 |
| <u>Race and ethnicity unknown</u>                | 0         | 0           | 0                 |
|  | 292       | 76          | 368               |

**Part H - Fall Staff - Full-time instruction/research/public service staff by contract length/teaching period - Headcount**

**Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month**

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

**Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class intervals**

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| 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 |
|---------------------------|----------------|---------------|---------------|---------------|---------------|---------------|-------------------|-------|
| <u>Nonresident alien</u>  | 0              | 0             | 0             | 0             | 1             | 0             | 0                 | 1     |
| <u>Hispanic/Latino</u>    | 0              | 0             | 0             | 0             | 0             | 1             | 0                 | 1     |

As of November 1,2010Report Hispanic/Latino individuals of any race as Hispanic/Latino

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



**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**

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| Gender and race/ethnicity | Below<br>\$20,000 | 20,000-<br>29,999 | 30,000-<br>39,999 | 40,000-<br>49,999 | 50,000 and<br>above | Total |
|---------------------------|-------------------|-------------------|-------------------|-------------------|---------------------|-------|
|---------------------------|-------------------|-------------------|-------------------|-------------------|---------------------|-------|

Nonresident alien

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

**Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)**  
**- Totals**

| Gender and race/ethnicity                                | Executive/<br>administrative/<br>managerial | Other<br>professionals<br>(support/service) | Technical and<br>paraprofessionals | Clerical<br>and<br>secretarial | Skilled<br>crafts | Service/<br>Maintenance | Total |
|--|---|---|------------------------------------|--------------------------------|-------------------|-------------------------|-------|
| <u>Nonresident alien</u>                                 | 1   | 1   | 1                                  | 1                              | 0                 | 0                       | 4     |
| <u>Hispanic/Latino</u>                                   | 1   | 1   | 0                                  | 0                              | 0                 | 0                       | 2     |
| <u>American Indian<br/>or Alaska Native</u>              | 0   | 1   | 0                                  | 0                              | 1                 | 2                       | 4     |
| <u>Asian</u>   | 4   | 0   | 0                                  | 0                              | 0                 | 1                       | 5     |
| <u>Black or African<br/>American</u>                     | 6   | 4   | 0                                  | 2                              | 2                 | 4                       | 18    |
| <u>Native Hawaiian<br/>or Other Pacific<br/>Islander</u> | 0   | 0   | 0                                  | 0                              | 0                 | 0                       | 0     |
| <u>White</u>   | 57  | 73  | 49                                 | 6                              | 59                | 55                      | 299   |
| <u>Two or more<br/>races</u>                             | 0   | 1   | 0                                  | 0                              | 2                 | 0                       | 3     |
| <u>Race and<br/>ethnicity unknown</u>                    | 0   | 1   | 0                                  | 0                              | 0                 | 0                       | 1     |
|  | 69  | 82  | 50                                 | 9                              | 64                | 62                      | 336   |
| <u>Nonresident alien</u>                                 | 0   | 0   | 1                                  | 0                              | 0                 | 0                       | 1     |
| <u>Hispanic/Latino</u>                                   | 2   | 0   | 2                                  | 3                              | 0                 | 0                       | 7     |
| <u>American Indian<br/>or Alaska Native</u>              | 1   | 0   | 0                                  | 2                              | 0                 | 3                       | 6     |
| <u>Asian</u>   | 0   | 8   | 0                                  | 3                              | 0                 | 0                       | 11    |
| <u>Black or African<br/>American</u>                     | 2   | 3   | 0                                  | 4                              | 0                 | 1                       | 10    |
| <u>Native Hawaiian<br/>or Other Pacific<br/>Islander</u> | 0   | 0   | 0                                  | 0                              | 0                 | 0                       | 0     |
| <u>White</u>   | 52  | 79  | 20                                 | 224                            | 0                 | 33                      | 408   |
| <u>Two or more<br/>races</u>                             | 1   | 0   | 0                                  | 0                              | 0                 | 0                       | 1     |
| <u>Race and<br/>ethnicity unknown</u>                    | 0   | 0   | 0                                  | 0                              | 0                 | 0                       | 0     |
|  | 58  | 90  | 23                                 | 236                            | 0                 | 37                      | 444   |
|  |   |   |                                    |                                |                   |                         | 780   |
| Total from EAP   | 127   | 172   | 73                                 | 245                            | 64                | 99                      | 780   |



**Part J - Fall Staff - Part-time non-professional staff**

| Gender and race/ethnicity                        | <u>Technical and<br/>paraprofessionals</u> | <u>Clerical and<br/>secretarial</u> | <u>Skilled crafts</u>          | <u>Service/<br/>Maintenance</u> |
|--|--|-------------------------------------|--------------------------------|---------------------------------|
| <u>Nonresident alien</u>                         | <input type="text" value="0"/>             | <input type="text" value="0"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
| <u>Hispanic/Latino</u>                           | <input type="text" value="0"/>             | <input type="text" value="0"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
| <u>American Indian or Alaska Native</u>          | <input type="text" value="0"/>             | <input type="text" value="0"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
| <u>Asian</u>                                     | <input type="text" value="1"/>             | <input type="text" value="0"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
| <u>Black or African American</u>                 | <input type="text" value="0"/>             | <input type="text" value="1"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
| <u>Native Hawaiian or Other Pacific Islander</u> | <input type="text" value="0"/>             | <input type="text" value="0"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
| <u>White</u>                                     | <input type="text" value="7"/>             | <input type="text" value="4"/>      | <input type="text" value="2"/> | <input type="text" value="36"/> |
| Two or more races                                | <input type="text" value="0"/>             | <input type="text" value="0"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
| <u>Race and ethnicity unknown</u>                | <input type="text" value="0"/>             | <input type="text" value="0"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
|  | 8  | 5                                   | 2                              | 36                              |
| <u>Nonresident alien</u>                         | <input type="text" value="1"/>             | <input type="text" value="0"/>      | <input type="text" value="0"/> | <input type="text" value="0"/>  |
| <u>Hispanic/Latino</u>                           | <input type="text" value="0"/>             | <input type="text" value="0"/>      |                                |                                 |

**Part J - Fall Staff - Graduate assistants and part-time grand total**

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**Part K - Fall Staff - Total number of staff**



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

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

Gender and  
race/ethnicity

Executive/  
administrative/  
managerial

**Part L - Fall Staff - New hires - Totals**

|  | Total men | Total women | Total (men+women) |
|--|-----------|-------------|-------------------|
| <u>Nonresident alien</u>                         | 8         | 3           | 11                |
| <u>Hispanic/Latino</u>                           | 0         | 1           | 1                 |
| <u>American Indian or Alaska Native</u>          | 0         | 0           | 0                 |
| <u>Asian</u>                                     | 3         | 1           | 4                 |
| <u>Black or African American</u>                 | 1         | 1           | 2                 |
| <u>Native Hawaiian or Other Pacific Islander</u> | 0         | 0           | 0                 |
| <u>White</u>                                     | 12        | 25          | 37                |
| Two or more races                                | 1         | 0           | 1                 |
| <u>Race and ethnicity unknown</u>                | 0         | 0           | 0                 |
|  | 25        | 31          | 56                |





|                     |     |              |    |             |     |           |
|---------------------|-----|--------------|----|-------------|-----|-----------|
| <b>All Ranks</b>    | 298 | \$25,282,600 | 31 | \$2,653,535 | 329 | \$83,446  |
| Professor           | 104 | \$11,488,110 | 14 | \$1,783,838 | 118 | \$109,726 |
| Associate professor | 93  | \$7,366,253  | 2  | \$146,094   | 95  | \$78,798  |
| Assistant professor | 77  | \$5,426,091  | 4  | \$202,280   | 81  | \$69,032  |
| Instructor          | 5   | \$271,668    | 2  | \$113,397   | 7   | \$52,064  |
| Lecturer            | 18  | \$692,136    | 2  | \$66,648    | 20  | \$37,333  |
| No academic rank    | 1   | \$38,345     | 7  | \$341,278   | 8   | \$39,697  |

NOTE: The above data are based on the Salaries section of the IPEDS HR component. The number of equated 9-month full-time instructional staff is the sum of staff on 9/10-month and 11/12-month contracts. The equated 9-month average salaries of full-time instructional staff (by rank) are calculated by multiplying the salary outlays (by rank) for staff on 11/12-month contracts by 0.8182 then adding the salary outlays (by rank) for staff on 9/10-month contracts. The resulting sum is then divided by the number of equated 9-month full-time instructional staff (by rank) to determine an average salary for each rank. Salaries of full-time instructional staff on less-than-9-month contracts are not collected. Also, salaries of medical school staff are not collected. The equated 9-month average salaries are included in the DFR.







**Explanation Report**

|  |  |  |  |  |  |
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|         |  |   |  |  |
|---------|--|---|--|--|
|         |  | 45,600 based on the prior year value.<br>Please fix or explain. |  |  |
| Reason: | This is a different person from a different department than what was reported last year. |   |  |  |

**Global Edits**

|   |  |               |   |             |     |
|---|--|---------------|---|-------------|-----|
| 8 |  | Perform Edits | The average expenditure for one of the benefits in 9/10-month contracts, 178, is not within the expected range of between 49 and 91. Please fix or explain. | Explanation | Yes |
|---|--|---------------|---|-------------|-----|

Reason: This is a result of an increase to the state unemployment insurance rate.

**Global Edits**

|   |  |               |   |             |     |
|---|--|---------------|---|-------------|-----|
| 9 |  | Perform Edits | The average expenditure for one of the benefits in 11/12-month contracts, 180, is not within the expected range of between 54 and 100. Please fix or explain. | Explanation | Yes |
|---|--|---------------|---|-------------|-----|

Reason: This is a result of an increase to the state unemployment insurance rate.

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