Institution: University of Missouri-Columbia (178396)   User ID: 29C0011

Human Resources Screening Questions

Does your institution have any <u>part-time</u> 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.*

jn   Yes   jn   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.*

jn   No   jn   Yes   Are ALL of the instructional staff military personnel?

jn   No   jn   Yes   Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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

**** Applicable to institutions with M.D. or D.O. programs ****

Number of <u>full-time</u> staff (medical school) by faculty status and primary function/occupational activity

As of November 1, 2007

Faculty status

Primary function/ occupational activity (mutually exclusive categories)	Without faculty status	Total

Part B - Employees by Assigned Position

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

**** Applicable to institutions with M.D. or D.O. programs ****

Number of <u>part-time</u> staff (medical school) by faculty status and primary function/occupational activity

As of November 1, 2007

Faculty status

Primary function/ occupational activity (mutually exclusive categories)	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Total	Graduate assistants
Primarily instruction	15	5	122		142	45
Instruction/research/public service/clinical			18		18	13
Primarily instruction + Instruction/research/public service/clinical	15	5	140	0	160	58
Primarily research		2	16		18	41
Primarily public service	2		8		10	3
Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service	17	7	164	0	188	102
Executive/administrative/managerial				6	6	

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
Primarily instruction	1,622	**1,568**	768	**694**	2,390
Instruction/research/public service	439	**426**	215	**224**	654
Primarily instruction + Instruction/research/public service	2,061	**1,994**	983	**918**	3,044
Primarily research	497	**494**	117	**134**	614
Primarily public service	425	**419**	66	**62**	491

Part D - Salaries - Full-time instructional

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

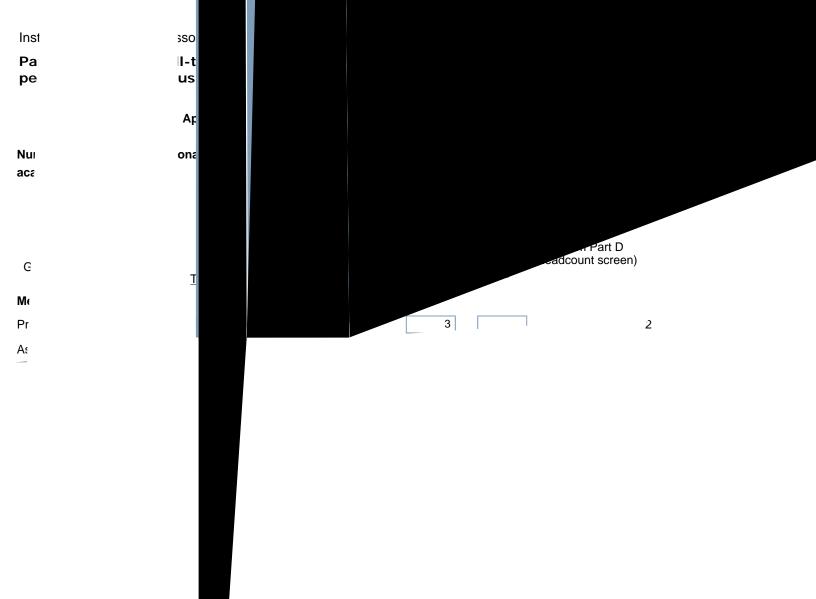******   Applicable to 4-year degree-granting institutions only   ******

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

As of November 1, 2007

Faculty status

Gender and academic rank	Without faculty status	Total from Part D (Headcount screen)

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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	72	9,439,055	131,098	**129,928**
Associate professors	51	4,464,173	87,533	**84,970**
Assistant professors	46	3,288,505	71,489	**69,382**
Instructors	18	869,803	48,322	**47,284**
Lecturers	21	821,205	39,105	**41,332**

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

Fringe benefits

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

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

Number of full-time staff with faculty status who are <u>On tenure track</u> and whose primary responsibility is instruction, research, and/or public service 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							
Nonresident Alien	0	2	36	0	0		38
Black, non-Hispanic	0	1	6	0	0		7
American Indian/Alaska Native	0	0	0	0	0		0

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

Institution: University of Missouri-Columbia (178396)   User ID: 29C0011

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	
Nonresident Alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race/ethnicity unknown	
Total men	
Women	
Nonresident Alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race/ethnicity unknown	
Total women	
Total (men+women)	
Total from EAP	0

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

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,

Part I - Fall Staff - Full-ti - Salary class intervals

Number of full-time technical and der, and race/ethnicity

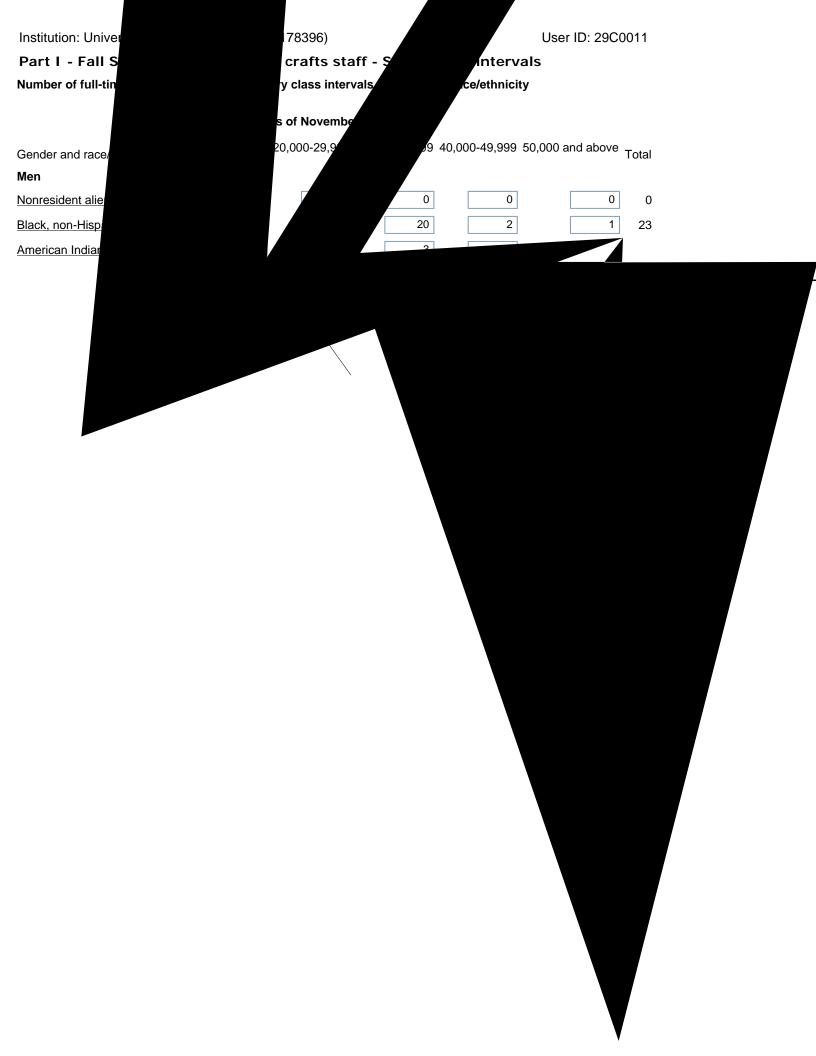| Gender and race/ethnicity	Below				50,000 and above	
Men						
Nonresident alien						
Black, non-Hispanic						
American Indian/Alaska Native			1	2		4
Asian/Pacific Islander	0					

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

Number of full-time <u>clerical and secretarial</u> 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	2	1	0	0	3
<u>Black, non-Hispanic</u>	7	17	3	0	0	27
<u>American Indian/Alaska Native</u>	0					

Part I - Fall Scrafts staff - Sntervals

Number of full-tiry class intervalsce/ethnicity

s of Novembe

Gender and race/	20,000-29,9	99 40,000-49,999	50,000 and above	Total
Men				
Nonresident alie	0	0	0	0
Black, non-Hisp	20	2	1	23
American Indian				

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, 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						
Nonresident alien	1	0	0	0	0	1
Black, non-Hispanic	31	109	8	3	0	151
American Indian/Alaska Native						

Part J - Fall Staff - Part-time professional staff

Number of <u>part</u>

Part J - Fall Staff - Graduate assistants and part-time staff totals

Number of <u>part-time</u> 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>	37	428	465
<u>Black, non-Hispanic</u>	114	25	139
<u>American Indian/Alaska</u>			

Institution: University of Missouri-Columbia (178396)   User ID: 29C0011

Part K - Fall Staff - Total number of staff

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

As of November 1, 2007

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
Nonresident alien	304	154	465	327	769	481
Black, non-Hispanic	314	475	139	233	453	708
American Indian/Alaska Native	36	37	14	23	50	60
Asian/Pacific Islander	246	196	56	98	302	294
Hispanic	74	124	41	76	115	200
White, non-Hispanic	4,130	5,556	2,164	3,167	6,294	8,723
Race/ethnicity unknown	26	3	17	4	43	7
Grand total	5,130	6,545	2,896	3,928	8,026	10,473

Part L - Fall Staff - New hires - F ... **aff - Faculty status**

Number of full-time permanent new hires w ... blic
service by faculty status, gender, and race ...

(Hired full time ...
still on payroll ...

Gender and race/ethnicity	Tenu...	Total
Men		
Nonresident Alien		53
Black, non-Hispanic		

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, 2007 and
still on payroll of the institution as of November 1, 2007)**

Institution: University of Missouri-Columbia (178396)   User ID: 29C0011

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, 2007 and
still on payroll of the institution as of November 1, 2007)**

	Total men	Total women	Total (men+women)
Nonresident Alien	57	30	87
Black, non-Hispanic	13	33	46
American Indian/Alaska Native	2	3	5
Asian/Pacific Islander	25	21	46
Hispanic	6	8	14
White, non-Hispanic	207	325	532
Race/ethnicity unknown	0	0	0
Grand total	310	420	730
Grand total from Fall 2005	**267**	**313**	**580**

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
Screen: Headcount					
1	Row 25 Column 2	Upload File	The number entered, 19, has an expected range of between 9 and 15. Please explain this difference.	Explanation	Yes
Reason:			Due to the baseline from Fall 2005 being a low amount, a slight or modest increase over a 2-year period will be over the expected 25% range.		
Global Edits					
2		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 42035, is not within the expected range between 27524 and 41284. Please fix or explain.	Explanation	Yes
Reason:			Verified of the men 9/10 month Instructors; 6 are new hires with an average of $42,625 and 6 are renewed contracts with an average of $41,445.		
3		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 0, is not within the expected range between 57185 and 85777. Please fix or explain.	Explanation	Yes
Reason:			There are no male 9/10 Instructors to report this re$rTD0.0i2fting ea}		

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