



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)**.*

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/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

**Categories used in BOTH New and Old:**

Nonresident alien

Race and ethnicity unknown

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**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/<br>occupational activity<br>(mutually exclusive categories) | Faculty status |                 |  |                        | Total |
|---|----------------|-----------------|--|------------------------|-------|
|   | Tenured        | On tenure track | Not on tenure track/<br>no tenure system | Without faculty status |       |
| Primarily instruction   | 599            | 272             | 371                                      |                        | 1,242 |
| Instruction/research/public service   | 17             |                 | 48                                       |                        | 65    |
| Primarily instruction + Instruction/research/public service                   | 616            | 272             | 419                                      | 0                      |       |

**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/<br>occupational activity<br>(mutually exclusive categories)  | Faculty status |                            |   |                              | Total | <u>Graduate<br/>assistants</u> |
|--|----------------|----------------------------|---|------------------------------|-------|--------------------------------|
|  | <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 |       |                                |
| <u>Primarily instruction</u>   | 13             | 9                          | 132   |                              | 154   | 73                             |
| <u>Instruction/research/public service/clinical</u>  |                |                            | 18  |                              | 18    | 6                              |
| Primarily instruction + Instruction/research/public service/clinical   | 13             | 9                          | 150   | 0                            | 172   | 79                             |
| <u>Primarily research</u>  |                | 2                          | 15  |                              | 17    | 33                             |
| <u>Primarily public service</u>  | 1              |                            | 11  |                              | 12    | 2                              |
| Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service | 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/<br>no tenure system |                        |                                      |
| <b>Men</b>               |                |                        |  |                        |                                      |

**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/<br>no tenure system |                        |                                      |
| <b>Men</b>  |                |                 |  |                        |                                      |
| 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                                   |
| <b>Total men</b>  | 103            | 15              | 107                                      | 0                      | 225                                  |
| <b>Total men prior year</b>   | <b>106</b>     | <b>19</b>       | <b>102</b>                               | <b>0</b>               | <b>227</b>                           |
| <b>Women</b>  |                |                 |  |                        |                                      |
| 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                                   |
| <b>Total women</b>  | 30             | 21              | 131                                      | 0                      | 182                                  |
| <b>Total women prior 8.28 371.64 260.58 TS1 Tm3.02 175.928 I228.66 235.08 If*ca Tw( ofn)5.00 9 262.44 259.08 5339437.4 268.8 I401.4</b> |                |                 |  |                        |                                      |



**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 |
| <b>Men</b>               |                        |                |                |                           |
| 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                    |
| <b>Total men</b>         | 225                    | 20,889,502     |                |                           |
| <b>Women</b>             |                        |                |                |                           |
| 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                | <b>7,532</b>                    |
| Medical/dental plans   | 863                  | 4,962,826            | 5,751                | <b>5,693</b>                    |
| Group life insurance   | 887                  | 64,769               | 73                   | <b>70</b>                       |
| <u>Other insurance benefits (cafeteria plan, etc.)</u>                       | <input type="text"/> | <input type="text"/> |                      |                                 |
| Guaranteed disability income protection                                      | 883                  | 194,685              | 220                  | <b>203</b>                      |
| 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 |
|--------------------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
| <b>Men</b>                           |            |                      |                      |             |           |                  |       |
| <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

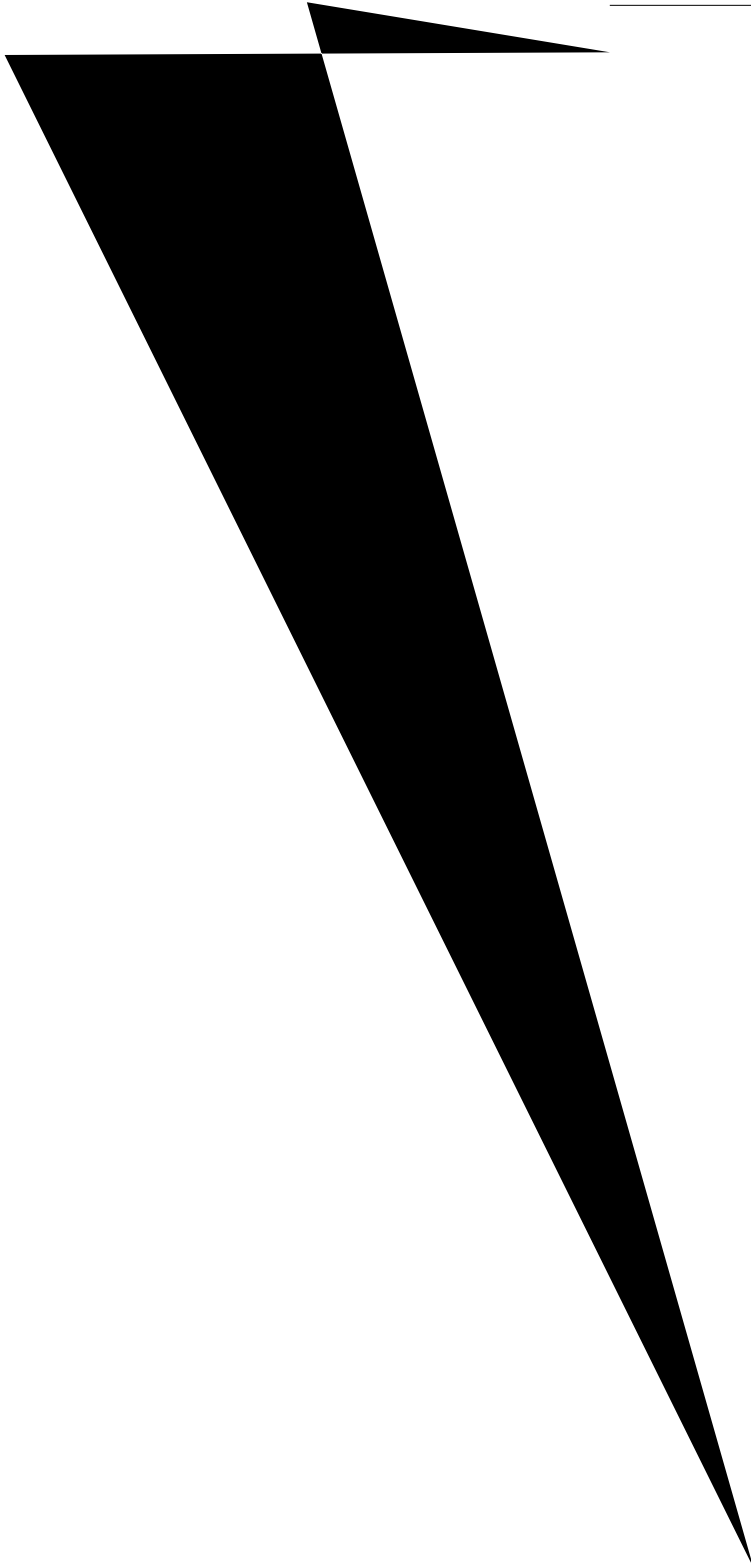
**Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track**

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 |
|---------------------------|--------------------------------|--------------------------------|----------------------|----------------------|--------------------------------|----------------------|-------|
| <b>Men</b>                |                                |                                |                      |                      |                                |                      |       |
| <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 |
|---------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
|---------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|

**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 |
|---------------------------|-------------------|------------|-------------|-------|-------------------|
|---------------------------|-------------------|------------|-------------|-------|-------------------|

**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 |
|-------------------------------|----------------|---------------|---------------|---------------|------------------|-------|
| <b>Men</b>                    |                |               |               |               |                  |       |
| <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 |
|--------------------------------------|----------------|---------------|---------------|---------------|------------------|-------|
| <b>Men</b>                           |                |               |               |               |                  |       |
| <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/<br/>Administrative/<br/>Managerial</u> | <u>Other<br/>professionals<br/>(support/service)</u> | <u>Technical and<br/>paraprofessionals</u> | <u>Clerical and<br/>secretarial</u> | <u>Skilled<br/>crafts</u> | <u>Service/<br/>Maintenance</u> | <u>Total</u> |
|--|--|--|-------------------------------------|---------------------------|---------------------------------|--------------|
| 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<br/>paraprofessionals</u> | <u>Clerical and<br/>secretarial</u> | <u>Skilled crafts</u> | <u>Service/<br/>Maintenance</u> |
|--------------------------------------|--|-------------------------------------|-----------------------|---------------------------------|
| <b>Men</b>                           |  |                                     |                       |                                 |
| <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                               |
| <b>Total men</b>                     | 239  | 89                                  | 21                    | 447                             |
| <b>Women</b>                         |  |                                     |                       |                                 |
| <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 |
| <b>Global Edits</b> |  |               |  |             |          |
| 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.   |               |  |             |          |
| <b>Global Edits</b> |  |               |  |             |          |
| 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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