

Human Resources Screening Questions**Does your institution have any part-time staff?**

*If you answer **Yes** to this question, you will be provided the screens to report part-time staff.*

jn Yes jn No

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2009 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, 2009? (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

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)?
- jn No jn Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

You may use the space below to provide context for the data you've reported above.

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

Asian/Pacific Islander

Hispanic

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, 2009

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>	294	106	206		606
<u>Instruction/research/public service</u>	26	12	72		110
Primarily instruction + Instruction/research/public service	320	118	278	0	716
<u>Primarily research</u>	3	2	58		63

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


Number of part-time

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, 2009

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		
Primarily instruction	1		18		19	
Instruction/research/public service/clinical			8		8	
Primarily instruction + Instruction/research/public service/clinical	1	0	26	0	27	0
Primarily research			2		2	
Primarily public service			1		1	
Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service	1	0	29	0	30	0
Executive/administrative/managerial				1	1	
Other professionals (support/service)	1				1	
Technical and paraprofessionals					0	
Clerical and secretarial				4	4	
Skilled crafts					0	
Service/Maintenance					0	
Total part time (medical school)	2	0	29	5	36	 0
Total from prior year	3	0	36	4	43	

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

**** Applicable to 4-year degree-granting institutions and above 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, 2009

Faculty status

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/		

Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

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, 2009				
Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	93	10,273,887	110,472	111,267
Associate professors	90	6,966,295	77,403	75,935
Assistant professors	67	3,962,972	59,149	61,662
Instructors	8	418,962	52,370	56,321
Lecturers	6	229,667	38,278	43,293
No academic rank				0
Total men	264	21,851,783	82,772	
Women				
Professors	37	3,574,352	96,604	97,615
Associate professors	57	3,967,682	69,608	71,140
Assistant professors	67	3,766,730	56,220	56,587
Instructors	7	360,330	51,476	52,202
Lecturers	7	223,915	31,988	36,489
No academic rank	1	28,793	28,793	28,793
Total women	176	11,921,802	67,738	
Total (men + women)	440	33,773,585	76,758	

Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teachi

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, 2009

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	440	2,423,285	5,507	6,578
Medical/dental plans	415	2,528,002	6,092	5,800
Group life insurance	439	30,341	69	66
<u>Other insurance benefits (cafeteria plan, etc.)</u>	<input type="text"/>	<input type="text"/>		
Guaranteed disability income protection	440	98,441	224	211
Tuition plan (dependents only)				
Unrestricted	<input type="text"/>	<input type="text"/>		
<u>Restricted</u>	<input type="text"/>	<input type="text"/>		
Housing plan				
Unrestricted				

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, 2009

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	276	1,366,228	4,950	5,929
Medical/dental plans	242	1,382,430	5,713	5,420
Group life insurance	276	19,438	70	68
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability	276	61,634	223	

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, 2009

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Report race for non-Hispanic/Latino individuals only

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 - 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, 2009

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank
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Part G - Fall Staff - Full-time instruction/research track/no tenure system

service staff - Not on tenure

Number of full-time staff with faculty status who are Not on tenure instruction, research, and/or public service OR number of full-time instruction, research, and/or public service and who work at an instructional rank, gender, and race/ethnicity

of those whose primary responsibility is instructional whose primary responsibility is instructional with No tenure system by academic rank

As of November 1, 20

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

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Lecturers	No academic rank	Total	
Men							
<u>Nonresident alien</u>	0	0	3	1	34	14	52
<u>Hispanic/Latino</u>	0	1	3	0	10	0	14
<u>American Indian or Alaska Native</u>	0	0	1	0	1	0	2
<u>Asian</u>	2	2	4	0	30	2	40
<u>Black or African American</u>	1	1	3				

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, 2009

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity

Total

Men

Nonresident alien

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, 2009

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
<u>Nonresident alien</u>	1	10	61	72	72
<u>Hispanic/Latino</u>	0	3	12	15	15
<u>American Indian or Alaska Native</u>	0	1			

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, research, and/or public service by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

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

Number of full-time staff on 11/12-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2009

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Report race for non-Hispanic/Latino individuals only

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 from Part H (Headcount screen)
Men								
Nonresident alien	3	12	27	8	1	9	1	61
Hispanic/Latino	0	2	9	0	0	1	0	12

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, 2009

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Institution: Univers

Part I - Fall S
intervals

Number of full

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Gender

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29,9

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Hispanic/Latino

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, 2009

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Report race for non-Hispanic/Latino individuals only

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>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Hispanic/Latino</u>	<input type="text"/>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	1
<u>American Indian or Alaska Native</u>	<input type="text"/>	<input type="text"/>				

Part I - Fall Staff - Full-time s

class intervals

Number of full-time service/maintenan

race/ethnicity

Report Hispanic/Latino individuals

Report race for non-Hispanic/Latino

Gender and race/ethnicity	Belc \$20	50,000 and above	Total
Men			
<u>Nonresident alien</u>		0	0
<u>Hispanic/Latino</u>		0	9
<u>American Indian or Alaska Native</u>		0	1
<u>Asian</u>		0	1
<u>Black or African American</u>		0	31
<u>Native Hawaiian or Other Pacific Islander</u>		0	0
<u>White</u>		8	1
<u>Two or more races</u>		0	0
<u>Race and ethnicity unknown</u>		0	0
Total men		8	1

Women

Nonresident alien

0



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

Part J - Fall Staff - Part-time professional staff

Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2009

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Report race for non-Hispanic/Latino individuals only

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
Men			
<u>Nonresident alien</u>	5	0	0
<u>Hispanic/Latino</u>	6	0	0
<u>American Indian or Alaska Native</u>	2	0	0
<u>Asian</u>	11	0	1
<u>Black or African American</u>	10	1	1
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	244	4	13

f
7, gender, and race/ethnicity

9

Clerical and
secretarial

Skilled crafts

Part J - Fall Staff - Graduate assistants and part-time grand total**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2009****Report Hispanic/Latino individuals of any race as Hispanic/Latino****Report race for non-Hispanic/Latino individuals only**

Gender and race/ethnicity	Total (includes Part-time Professionals and Part-time Non- professionals)	<u>Graduate assistants</u>	Part-time grand total (includes graduate assistants)
Men			
<u>Nonresident alien</u>	7	111	118
<u>Hispanic/Latino</u>	6	8	14
<u>American Indian or Alaska Native</u>	3	0	3
<u>Asian</u>	13	8	21
<u>Black or African American</u>	14	6	20
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	302	150	452
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	1	0	1
Total men	346	283	629
Women			
<u>Nonresident alien</u>	13	67	80
<u>Hispanic/Latino</u>	13	8	21
<u>American Indian or Alaska Native</u>	2	2	4
<u>Asian</u>	16	14	30
<u>Black or African American</u>	34	15	49
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	358	147	505
Two or more races	0	0	0
Race and ethnicity			

Part K - Fall Staff - Total number of staff

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

As of November 1, 2009

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
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Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status

Number of full-time permanent new hire

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

of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity

**(Hired full time between July 1 and October 31, 2009 and
still on payroll of the institution as of November 1, 2009)**

Report Hispanic/Latino individuals of any race as Hispanic/Latino

Report race for non-Hispanic/Latino individuals only

and	<u>Executive/</u>	<u>Other</u>	<u>Technical</u>	<u>Clerical</u>				
ethnicity	<u>administrative/</u>	<u>professionals</u>	<u>and</u>	<u>and</u>	<u>Skilled</u>	<u>Service/</u>		
	<u>managerial</u>	<u>(support/service)</u>	<u>paraprofessionals</u>	<u>secretarial</u>	<u>crafts</u>	<u>Maintenance</u>	<u>Total</u>	

Ident alien

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, 2009 and
still on payroll of the institution as of November 1, 2009)**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	12	5	17
<u>Hispanic/Latino</u>	4	2	6
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	16	8	24
<u>Black or African American</u>	3	9	12
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	61	78	139

Human Resources Survey Evaluation

Were any staff members difficult to categorize? If so, please explain in the box below.

Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

Explanation Report

Number	Source	Location	Description	Severity	Accepted
Global Edits					
1		Perform Edits	The total number of employees in EAP for full-time instruction/research/public service entered, 120, has an expected range of between 52 and 94. Please explain this difference.	Explanation	Yes
Reason: Due to increase number of faculty doing more research.					
2		Perform Edits	The total number of employees in EAP for part-time instruction/research/public service entered, 79, has an expected range of between 39 and 71. Please explain this difference.	Explanation	Yes
Reason: The increase is due to 2nd year residents.					
3		Perform Edits	The total number of employees in EAP for part-time primarily research entered, 12, has an expected range of between 25 and 45. Please explain this difference.	Explanation	Yes
Reason: Due to decline in non-regular faculty.					
4		Perform Edits	The total number of employees in EAP for part-time other professionals (support/service) entered, 47, has an expected range of between 48 and 88. Please explain this difference.	Explanation	Yes
Reason: The decrease is due to a reduction of part-time consultants.					
5		Perform Edits	The total number of employees in EAP for part-time service/maintenance entered, 37, has an expected range of between 40 and 74. Please explain this difference.	Explanation	Yes
Reason: This category is always in-flux from year to year.					
Screen: PT medical					
6	Row 16 Column 7	Upload File	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason: Zero is correct. Due to the baseline from Fall 2008 being a low amount, a slight or modest decrease over the year will be under the expected 25% range.					
Screen: Headcount					
7	Row 21 Column 2	Upload File	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason: Zero is correct. Due to the baseline from Fall 2008 being a low amount, a slight or modest decrease over the year will be under the expected 25% range.					