



Institution: University of Missouri-St Louis (178420)

User ID: 29C0011

**Human Resources Screening Questions**

**Did your institution hire any full-time permanent staff**

**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

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**

Number of full-time staff by faculty status and prim

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

**Number of part-time staff 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>                                                                                       | 2              |                            | 409                                               |                              | 411   | 238                            |
| <u>Instruction/research/public service</u>                                                                         |                |                            | 21                                                |                              | 21    | 38                             |
| <u>Primarily instruction + Instruction/research/public service</u>                                                 | 2              | 0                          | 430                                               | 0                            | 432   | 276                            |
| <u>Primarily research</u>                                                                                          |                |                            | 20                                                |                              | 20    | 63                             |
| <u>Primarily public service</u>                                                                                    |                |                            | 54                                                |                              | 54    | 12                             |
| <u>Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service</u> | 2              | 0                          | 504                                               | 0                            | 506   | 351                            |
| <u>Executive/administrative/managerial</u>                                                                         |                |                            |                                                   | 7                            | 7     |                                |
| <u>Other professionals (support/service)</u>                                                                       |                |                            |                                                   |                              |       |                                |

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

**Total number of staff by employment status and primary function/occupational activity**

**As of November 1, 2008**

| Primary function/occupational activity                                                                      | Full-time | Full-time py | Part-time | Part-time py | Graduate assistants | Total including Graduate assistants |
|-------------------------------------------------------------------------------------------------------------|-----------|--------------|-----------|--------------|---------------------|-------------------------------------|
| <u>Primarily instruction</u>                                                                                | 489       | <b>490</b>   | 411       | <b>444</b>   | 238                 | 1,138                               |
| <u>Instruction/research/public service</u>                                                                  | 18        | <b>14</b>    | 21        | <b>30</b>    | 38                  | 77                                  |
| Primarily instruction + Instruction/research/public service                                                 | 507       | 504          | 432       | 474          | 276                 | 1,215                               |
| <u>Primarily research</u>                                                                                   | 33        | <b>36</b>    | 20        | <b>23</b>    | 63                  | 116                                 |
| <u>Primarily public service</u>                                                                             | 18        | <b>26</b>    | 54        | <b>52</b>    | 12                  | 84                                  |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 558       | 566          | 506       | 549          | 351                 | 1,415                               |
| <u>Executive/administrative/managerial</u>                                                                  | 151       | <b>157</b>   | 7         | <b>7</b>     | 0                   | 158                                 |
| <u>Other professionals (support/service)</u>                                                                | 319       | <b>301</b>   | 50        | <b>65</b>    | 0                   | 369                                 |
| <u>Technical and paraprofessionals</u>                                                                      | 54        | <b>52</b>    | 32        | <b>25</b>    | 0                   | 86                                  |
| <u>Clerical and secretarial</u>                                                                             | 241       | <b>238</b>   | 49        | <b>56</b>    | 0                   | 290                                 |





**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) |
|--------------------------|----------------|-----------------|------------------------------------------|------------------------|--------------------------------------|
|                          | Tenured        | On tenure track | Not on tenure track/<br>no tenure system |                        |                                      |
| <b>Men</b>               |                |                 |                                          |                        |                                      |
| Professors               | 65             |                 | 10                                       |                        | 75                                   |
| Associate Professors     | 50             | 3               | 14                                       |                        | 67                                   |
| Assistant Professors     |                | 33              | 16                                       |                        | 49                                   |
| Instructors              |                |                 | 1                                        |                        | 1                                    |
| Lecturers                |                |                 | 10                                       |                        | 10                                   |
| No academic rank         |                |                 | 1                                        |                        | 1                                    |
| <b>Total 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**

|                          | <b>Faculty status</b> | Without<br>faculty<br>status | Total from Part D<br>(Headcount screen) |
|--------------------------|-----------------------|------------------------------|-----------------------------------------|
| Gender and academic rank |                       |                              |                                         |



**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, 2008**

Gender and academic rank                      Number



**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> | <input type="text"/>             | <input type="text"/>                 |                      |                                 |
| Retirement plans (other than Social Security) - Vested after 5-years         | <input type="text" value="111"/> | <input type="text" value="768,221"/> | 6,921                | <b>7,860</b>                    |
| Medical/dental plans                                                         | <input type="text" value="99"/>  | <input type="text" value="549,184"/> | 5,547                | <b>5,907</b>                    |
| Group life insurance                                                         | <input type="text" value="110"/> | <input type="text" value="8,981"/>   | 82                   | <b>82</b>                       |
| <u>Other insurance benefits (cafeteria plan, etc.)</u>                       | <input type="text"/>             | <input type="text"/>                 |                      |                                 |
| Guaranteed disability income protection                                      | <input type="text" value="111"/> |                                      |                      |                                 |

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

**Number of full-time staff with faculty status who are 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 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>                    |            |                      |                      |             |           |                  |       |
| Nonresident alien             | 0          | 0                    | 7                    |             | 1         |                  | 8     |
| Black, non-Hispanic           | 0          | 0                    | 2                    |             | 0         |                  | 2     |
| American Indian/Alaska Native | 0          | 0                    | 0                    |             | 0         |                  | 0     |
| Asian/Pacific Islander        | 0          | 0                    | 5                    |             | 0         |                  | 5     |
| Hispanic                      | 0          | 0                    | 2                    |             | 0         |                  | 2     |
| White, non-Hispanic           | 0          | 2                    | 16                   |             | 0         |                  | 18    |
| Race and ethnicity unknown    | 0          | 1                    | 2                    |             | 0         |                  | 3     |
| <b>Total men</b>              | 0          | 3                    | 34                   | 0           | 1         | 0                | 38    |
| <b>Women</b>                  |            |                      |                      |             |           |                  |       |
| Nonresident alien             | 0          | 0                    | 7                    |             | 0         |                  | 7     |
| Black, non-Hispanic           | 0          | 0                    | 6                    |             | 0         |                  | 6     |
| American Indian/Alaska Native | 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 TD-0.1.5( 058 Tw[ at an)5.5( Tt an)5.5(9) Tt anu01 an)5n rk



**Part G - Fall Staff - Full-time ins**

**1/public service staff - Totals**

**Total number of full-time staff whose primary**  
**gen.**

**nstruction, research, and/or public service by**  
**icity**

|                                      | <b>As of N</b> | <b>2008</b> |                   |
|--------------------------------------|----------------|-------------|-------------------|
|                                      | 1              | Total women | Total (men+women) |
| <u>Nonresident alien</u>             |                | 11          | 35                |
| <u>Black, non-Hispanic</u>           |                | 21          | 37                |
| <u>American Indian/Alaska Native</u> |                | 1           | 3                 |
| <u>Asian/Pacific Islander</u>        | 27             | 12          | 39                |
| <u>Hispanic</u>                      | 4              | 4           |                   |

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**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**



**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.)**









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

**Number of full-time clerical and secretarial 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>             | 0              | 0             | 0             | 0             | 0                | 0     |
| <u>Black, non-Hispanic</u>           | 0              | 2             | 2             | 0             | 0                | 4     |
| <u>American Indian/Alaska Native</u> | 0              | 0             | 0             | 0             | 0                | 0     |
| <u>Asian/Pacific Islander</u>        | 0              | 0             | 0             | 0             | 0                | 0     |
| <u>Hispanic</u>                      | 0              | 0             | 1             | 0             | 0                | 1     |
| <u>White, non-Hispanic</u>           | 1              | 12            | 4             | 0             | 0                | 17    |
| <u>Race and ethnicity unknown</u>    | 0              | 0             | 0             | 0             | 0                | 0     |
| <b>Total men</b>                     |                |               |               |               |                  |       |

**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, 2008**

Gender and race/ethnicity      Below \$20,000

**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>   | 0              | 1             | 0             | 0             |                  | 1     |
| <u>Black, non-Hispanic</u> | 0              | 48            | 1             | 1             |                  | 50    |

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

**Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity**

**As of November 1, 2008**

| Gender and race/ethnicity                         | <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 |
|---------------------------------------------------|----------------------------------------------|----------------------------------------------|----------------------------------------|---------------------------------|-----------------------|-----------------------------|-------|
| <b>Men</b>                                        |                                              |                                              |                                        |                                 |                       |                             |       |
| <u>Nonresident alien</u>                          | 0                                            | 1                                            | 0                                      | 0                               | 0                     | 1                           | 2     |
| <u>Black, non-Hispanic American Indian/Alaska</u> | 6                                            | 15                                           | 3                                      | 4                               | 7                     | 50                          | 85    |



**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            | Technical and<br>paraprofessionals | Clerical and<br>secretarial | Skilled crafts | Service/<br>Maintenance |
|--------------------------------------|------------------------------------|-----------------------------|----------------|-------------------------|
| <b>Men</b>                           |                                    |                             |                |                         |
| <u>Nonresident alien</u>             | 0                                  | 0                           | 0              | 0                       |
| <u>Black, non-Hispanic</u>           | 4                                  | 1                           | 0              | 15                      |
| <u>American Indian/Alaska Native</u> | 0                                  | 0                           | 1              | 0                       |
| <u>Asian/Pacific Islander</u>        | 1                                  | 0                           | 0              | 0                       |
| <u>Hispanic</u>                      | 0                                  | 0                           | 0              | 1                       |
| <u>White, non-Hispanic</u>           | 15                                 | 7                           | 8              | 28                      |
| <u>Race and ethnicity unknown</u>    | 0                                  | 0                           | 0              | 0                       |
| <b>Total men</b>                     | 20                                 | 8                           | 9              | 44                      |
| <b>Women</b>                         |                                    |                             |                |                         |
| <u>Nonresident alien</u>             | 0                                  | 0                           | 0              | 0                       |
| <u>Black, non-Hispanic</u>           |                                    |                             |                |                         |

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

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

**As of November 1, 2008**

| Gender and race/ethnicity     | Subtotal | <u>Graduate assistants</u> | Part-time total |
|-------------------------------|----------|----------------------------|-----------------|
| <b>Men</b>                    |          |                            |                 |
| <u>Nonresident alien</u>      | 6        | 48                         | 54              |
| <u>Black, non-Hispanic</u>    | 42       | 6                          | 48              |
| <u>American Indian/Alaska</u> |          |                            |                 |



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

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

**As of November 1, 2008**

| Gender and race/ethnicity | Full-time men | Full-time women | Part-time men | Part-time women | Total men | Total women |
|---------------------------|---------------|-----------------|---------------|-----------------|-----------|-------------|
| Nonresident alien         |               |                 |               |                 |           |             |

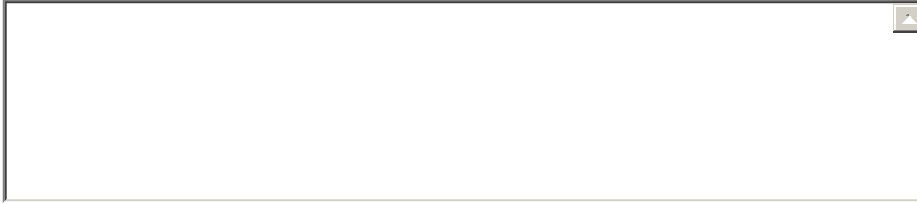




**Part L - Fall Staff - New hires - Totals**

## 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 |
|--------------------------|--------------------|----------------|--------------------------------------------------------------------------------------------------|-------------|----------|
| <b>Screen: Headcount</b> |                    |                |                                                                                                  |             |          |
| 1                        | Row 25<br>Column 2 | Upload<br>File | The number entered, 5, has an expected range of between 3 and 3. Please explain this difference. | Explanation | Yes      |

Reason:



Print Form(s)

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