Institution: University of	Missouri-K		

Institution: University of Missouri-Kansas City (178402) Human Resources Screening Questions User ID: 29C0011

0				
0				
	0			
	'			
0				
0				
	0			

Part A1 - Full-time Instructional Staff by

Academic Rank and Tenure Status - Tenured

User ID: 29C0011

# Number of F<u>ull-time Instructional Staff</u> With <u>Faculty Status</u> <u>Tenured</u>

As of November 1, 2019

<ul> <li>Report Hispanic/Latino individuals of any race as Hispanic/Latino</li> <li>Report race for non-Hispan ic/Latino individuals only</li> <li>Include both Primarily Instructi on and Instruction Combined with Research and/or Public Service</li> <li>Include both medical school and non-medical school staff</li> </ul>									
Men									
		Ad	cademic Rar	ı <u>k</u>		No			
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total		
Nonresident alien	0	0	0	0	0	0			

Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	(
White	34	36	0	0	0	0	70
Two or more races	0						

Institution: University of MissournrBjanstast Cty o(1s784s02)

Native Hawaiian				

	nstitution: University of Missouri-Kansas City (178402) Part A1 - Full-time Instructional Staff by Academic Rank and Tenure Status - Multi-								
Year Contract	aff by Acad	emic Rank	and Tenure	e Status - N	1ulti-				

Print Forms (data) Page 8 of 70

Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0
White	0	0	0	0	0	0	0
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	0	0	0	0	0	0
Total from prior year							

Print Forms (data) Page 9 of 70

Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

Part A1 - Full-time Instructional Staff by

Academic Rank and Tenure Status - Annual

Contract

Number of Full-time Instructional Staff
With Faculty Status
Not on Tenure Track - Annual Contract

As of November 1, 2019

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispan ic/Latino individuals only
- Include both Primarily Instructi on and Instruction Combined with Research and/or Public Service
- Include both medical school and non-medical school staff

Men

		<u>A</u>	cademic Rar	<u>nk</u>		No	
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien	0	0	5	0	0	0	5
Hispanic/Latino	0	1	3	0	1	0	5
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	2	1	0	1	0	0	4
Black or African American	0	1	0	1	0	0	2
Native Hawaiian or Other Pacific Islander	0	1	0	0	0	0	1
White	10	35	34	4	5	7	95
Two or more races	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	1	1	1	1	4
Total men	12	39	43	7	7	8	116

Women

			No				
Race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	academic rank	Total
Nonresident alien	0	0	6	0	0	0	6
Hispanic/Latino	0	4	7	0	2	0	13
American Indian or Alaska Native	0	0	0	0	0	0	0
Asian	0	3	1	0	0	1	5

Black or African American	0	1	2	1	0	0	4
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	0	1
White	12	40	43	7	9	10	121
Two or more races	0	0	1	0	1	0	2
Race and ethnicity unknown	0	0	5	1	0	1	7
Total women	12	48	66	9	12	12	159
Total (men+women)	24	87	109	16	19	20	275
Total from prior year							285

Institution: University of Missouri-Part A1 - Full-time Instructional Statement Than-Annual Contract	Jser ID: 29C	0011		

Mative Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0

Mative Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0

Part A1 - Full-time Instructional Staff - Without Faculty Status

# User ID: 29C0011

# Number of Full-time Instructional Staff

Without Faculty Status As of November 1, 2019  Report Hispanic/Latino individuals of any race as Hispanic/Latino Report race for non-Hispan ic/Latino individuals only			

Total women	0
Total (men+women)	0
Total from prior year	

Part A2 - Full-time Instructional Staff by Function

# Number of Full-time Instructional Staff

User ID: 29C0011

#### As of November 1, 2019

• Report Primarily Instruction and Instruction combined with Research and/or Public Serv ice separately, as indicated below

• Report Non-medical school a nd Medical school staff separa tely, as indicated below

		With Faculty Status							
					Not on Te	nure Track		Without	
		Tenured	On Tenure Track	Multi-year	Annual contract	Less- than- annual contract	Indefinite duration (continuing or at-will)	Faculty Status	Total
No	n-medical school staff	243	77	0	259	1	0	0	580
	n-medical school staff m prior year	288	80		265	1			634
<u> </u>	Primarily Instruction	224	69	0	227	0	0	0	520
	Exclusively credit	224	69	0	227	0	0	0	520
	② Exclusively not-for- credit	0	0	0	0	0	0	0	0
	Combined credit/not- for-credit	0	0	0	0				

Print Forms (data) Page 18 of 70

User ID: 29C0011

Institution: University of Missouri-Kansas City (178402)

Part A3 - Full-time Instructional Staff - Totals

### Total number of Full-time Instructional Staff

#### As of November 1, 2019

Race/ethnicity	Total men	Total women	Total (men+women)
Nonresident alien	10	7	17
Hispanic/Latino	7	22	29
American Indian or Alaska Native	1	0	1
Asian	50	22	72
Black or African American	11	16	27
Native Hawaiian or Other Pacific Islander	1	1	2
White	226	214	440
Two or more races	2	3	5
Race and ethnicity unknown	10	13	23
Total	318	298	616
Total from prior year			676

User ID: 29C0011

Part B1 - Full-time Non-instructio

nal Staff by Occupational Category

# Number of Full-time Non-instructional Staff by Occupational Category

### As of November 1, 2019

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispan ic/Latino individuals only
- Include both medical school and non-medical school staff

#### Men

Race/ethnicity	Instructional Staff (carried forward from Part A)  Research staff Pu		Public Service staff
Nonresident alien	10	5	0
Hispanic/Latino	7	0	0
American Indian or Alaska Native	1	0	0
Asian	50	1	0
Black or African American	11	0	0
Native Hawaiian or Other Pacific Islander	1	0	0
White	226	4	0
Two or more races	2	0	0
Race and ethnicity unknown	10	0	0
Total men	318	10	0

### Women

Race/ethnicity	Instructional Staff (carried forward from Part A)	Research staff	Public Service staff
Nonresident alien	7	2	0
Hispanic/Latino	22	0	0
American Indian or Alaska Native	0	0	0
Asian	22	3	0
Black or African American	16	1	1
Native Hawaiian or Other Pacific Islander	1	0	0
White	214	4	3

Print Forms (data) Page 20 of 70

Two or more races	3	1	0
Race and ethnicity unknown	13	0	0
Total women	298	11	4
Total (men+women)	616	21	4
Total from prior year	676	14	1

Institution: University of Missouri-Kansas City (178402) Part B1 - Full-time Non-instructio	User ID: 29C0011

Native Hawaiian or Other Pacific Islander	0	0	0	0
White	5	16	0	26
Two or more races	0	0	0	0
Race and ethnicity unknown	0	0	0	2
Total women	5	18	0	35
Total (men+women)	5	30	0	38
Total from prior year	5	32		40

	stitution: University of Missouri-Kansas City (178402) art B1 - Full-time Non-instructio nal Staff by Occupational Category								
Part B1 - Full-time	e Non-instruction	nal Sta	aff by Occupationa	al Category					

American Indian or Alaska Native	0	0	0	0	0
Asian	0	6	7	2	20
Black or African American	12	14	10	24	13
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	76	97	50	101	77
Two or more races	0	3	1	4	8
Race and ethnicity unknown	2	4	6	10	32
Total women	95	135	79	150	173
Total (men+women)	180	166	167	248	426
Total from prior year	163	150	161	245	419

## User ID: 29C0011

# Number of <u>Full-time N</u>on-instructional Staff by Occupational Category

As of November 1, 2019

- F ort Hispanic/Latino individuals of any race as Hispanic/Latino
  - ort race for non-Hispan ic/Latino individuals only
- clude both medical school and non-medical school staff

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	Grand Total (All full- time staff)
Nonresident alien	0	0	0	0	0	57
Hispanic/Latino	3	0	3	0	0	33
American Indian or Alaska Native	0	0	0	0	1	2
<u>Asian</u>	0	0	0	1	0	95
Black or African American	25	0	5	9	4	82
Native Hawaiian or Other Pacific Islander	0	0	0	1	0	2
<u>White</u>	30	1	33	34	8	702
Two or more races	2	0	1	0	1	16
Race and ethnicity unknown	1	0	1	2	0	75
Total men	61	1	43	47	14	1,064

#### Women

Race/ethnicity	Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	Sales and Related Occupations 41-0000	Office and Administrative Support Occupations 43-0000	Natural	

Nonresident alien	0	0	1	0	0	31
Hispanic/Latino	8	0	20	0	0	83
American Indian or Alaska Native	0	0	0	0	0	0
Asian	1	0	3	0	0	64
Black or African American	24	0	42	0	1	166
Native Hawaiian or Other Pacific Islander	0	0	1	0	0	2
White	25	1	130	0	1	826
Two or more races	0	0	3	0	0	23
Race and ethnicity unknown	4	0	12	0	0	85
Total women	62	1	212	0	2	1,280
Total (men+women)	123	2	255	47	16	2,344
Total from prior year	130	2	263	48	19	2,368

Print Forms (data) Page 30 of 70

Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

Part B2 - Full-time Non-instructiona

I Staff by Medical School Status

# Number of Full-time Non-instructional Staff

As of November 1, 2019

Occupational category	Total (carried forward from Part B1)	Non-medical school staff	Medical school staff
<u>Service Occupations</u> 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	123	123	0
Sales and Related Occupations 41-0000	2	2	0
Office and Administrative Support Occupations 43-0000	255	240	15
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	47	47	0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	16	15	1
Total		427	16
Total from prior year		443	19

stitution: University of Missou art C - Full-time Summary Nor	Us	ser ID: 290	0011			

Healthcare Practitioners and Technical Occupations 29-0000				
Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000				123
Sales and Related Occupations 41-0000				2
Office and Administrative Support Occupations 43-0000				240
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000				47
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000				15
Total				1,847

Institution: University of Missour Part C - Full-time Summary Med	Use	er ID: 29C0	0011			

Service Occupations 31-0000 + 33-0000 + 35-0 37-0000 + 39-0000	0000 +		
Sales and Related Occup 41-0000	pations		
Sarvic45+ 33-03	+	35-00049+	

Part G1 - Salaries Worksheet

# Number of Full-time Non-medica I School Instructional Staff For Calculation of Total Number of Months

# Annual Salary, 2019-20

- Report the number of instructional staff based on the number of months to be worked
- Months reported should correspond with the enumber of months that staff worked (which may differ from the number of months over which they are paid)
- Include ONLY full-time, non-me dical school instructional staff

User ID: 29C0011

	<u>2</u>						2

h

Institution: University of Missouri-Kansas City (178402)				as City (178402)	User ID: 29C0011				
Part G2 - Salary Outlays for I			for Instru	uctional Staff					

Total (men + women)			

Print Forms (data) Page 38 of 70

Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

Part G3 - Average Salaries for In

structional Staff by Academic Rank

# Average Salary by academic rank for Full-time Non-medical School Instructional Staff

# Annual Average Salaries, 2019-20

Gender and academic	Total staff for salary	Annual Average Salaries						
rank	reporting (from Part G, screen 1)	12 months	11 months	10 months	9 months	Equated 9 months		
Men								
Professors	84	138,611			120,257	116,377		
Associate professors	122	115,222			84,622	85,004		
Assistant professors	67	90,093			80,881	76,113		
Instructors	7	56,888			62,817	57,059		
Lecturers	7	41,420			39,529	34,692		
No academic rank	8	54,877			58,389	51,927		
Total men	295	106,004			92,697	89,164		
Women								
Professors	52	121,183			95,141	93,750		
Associate professors	100	108,232			75,428	77,899		
Assistant professors	99	92,869			70,575	70,081		
Instructors	9	49,758			62,774	51,460		
Lecturers	12	41,795			37,108	35,188		
No academic rank	12	47,238			50,949	40,602		
Total women	284	95,971			75,421	73,858		
Total (men+women)	579	99,782			85,480	81,656		

Print Forms (data) Page 41 of 70

Total (men+women)	609	2	12
Total from prior year	549	5	7

Institution: University of Missouri-Kansas City (178402)	User ID: 29C0011

American Indian or Alaska Native	0	0	0	0	
Asian	0	0	0	1	1
Black or African American	0	0	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	0	0	11	11
Two or more races	0	0	0	0	0
Race and ethnicity unknown	0	0	0	2	2
Total women					

	i-Kansas City (17 pational Category		User ID: 29C001

American Indian or Alaska Native	0	0	0	0	0
Asian	0	0	2	0	2
Black or African American	0	0	1	2	0
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	0	3	8	8	7
Two or more races	1	0	0	1	0
Race and ethnicity unknown	0	0	1	0	2
Total women	1	3	13	13	11
Total (men+women)	2	4	22	22	24
Total from prior year		4	29	20	28

tion: University of Missouri-Kansas City (178402)  - Part-time Staff by Occupational Category			User ID: 29	C

Hispanic/Latino	0	2	1	0	0	22
American Indian or Alaska Native	0	1	0	0	0	1
Asian	2	1	1	0	0	25
Black or African American	6	3	4	0	0	30
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0
White	9	19	26	0	0	300
Two or more races	0	0	1	0	0	7
Race and ethnicity unknown	4	20	0	0	0	65
Total women	24	47	33	0	0	456
Total (men+women)	28	71	44	0	1	875
Total from prior year	28	63	39			808

# Part D - Graduate assistants

#### **Number of Graduate Assistants**

As of November 1, 2019

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

Men				
Race/ethnicity	<u>Teaching</u> 25-9044	<u>Research</u>	Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030,	

Print Forms (data) Page 4 of 70

Native Hawaiian or Other Pacific Islander	0	0	0	0
White	52	16	31	99
Two or more races	2	2	0	4
Race and ethnicity unknown	10	9	10	29
Total women	104	48	59	211
Total (men+women)	226	133	113	472
Total from prior year	255	138	93	486

Computer, Engineering, and Science Occupations 15-0000 + 17-0000 + 19-0000	0				
	•				

User ID: 29C0011

# Summary of Part-time No n-medical Sc hool Staff

As of November 1, 2019

# With Faculty Status

				Not o	n Tenure Tr	ack	Without	
Occupational category	Tenured	On Tenure Track	Multi- year	Annual contract	Less- than- annual contract	Indefinite duration (continuing or at-will)	Faculty Status	Total
Primarily Instruction	2	0	0	12	333	0	0	347
Exclusively credit	2	0	0	12	333	0	0	347
Exclusively not-for-credit	0	0	0	0	0	0	0	0
Combined credit/not-for-credit	0	0	0	0	0	0	0	0
nstruction/research/public service staff	0	0	0	1	34	0	0	35
Research staff	0	0	0	0	1	0	0	1
Public Service staff	0	0	0	2	10	0	0	12
A48 0,vists,4.5( )8.5( 0)-6171.8( 0)	-4025.1()6	5.7(0)-269	8.5( 0)] <sup>-</sup>	TJ r7(3)-4e	y-4ey-4ey-4	le6169.3( )ae ni	180.713.4	7.24024

Institution: University of Missouri-Kansas City (178402) Part F - Part-time Summary Medical school staff							er ID: 29C(	0011

Service Occupations 31-0000 + 33-0000 + 35-0000 + 37-0000 + 39-0000	0
Sales and Related Occupations 41-0000	60
Office and Administrative Support Occupations 43-0000	5
Natural Resources, Construction, and Maintenance Occupations 45-0000 + 47-0000 + 49-0000	0
Production, Transportation, and Material Moving Occupations 51-0000 + 53-0000	0
Graduate Assistants	11
Teaching 25-9044	0
Research	8
Other 11-0000, 13-0000, 15-0000, 17-0000, 19-0000, 21-0000, 23-0000, 27-0000, 25-4000, 25-4010, 25-4020, 25-4030, 25-2000, 25-3000, 25-9000, 29-0000	3
Total	308

Print Forms (data) Page 58 of 70

User ID: 29C0011

Institution: University of Missouri-Kansas City (178402)

Part H - New Hires, Full-time Instructional Staff by Tenure Status

Number of Newly Hired Full-time Permanent Instructional Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispan ic/Latino individuals only
- Include Primarily Instruction and Instructi on Combined with Research and Public Service
- Include both medical school and non-medical school staff

Men

#### With Faculty Status

				Not on	Tenure Track		Without	
Race/ethnicity	Tenured	On Tenure Track	<u>Multi-year</u>	Annual contract	Less-than- annual contract	Indefinite duration (continuing or at-will)	Faculty Status	Total
Nonresident alien	0	1	0	1	0	0	0	2
Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
<u>Asian</u>	1	0	0	0	0	0	0	1
Black or African American	0	2	0	0	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	0	0	0
White	2	4	0	9	0	0	0	15
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	1	0	1	0	0	0	2
Total men	3	8	0	11	0	0	0	22

Women

#### With Faculty Status

				Not on	Tenure Track		Without	
Race/ethnicity	Tenured	On Tenure Track	<u>Multi-year</u>	Annual contract	Less-than- annual duration	Indefinite duration (continuing or at-will)	Faculty Status	Total
Nonresident alien	0	0	0	3	0	0	0	3

Hispanic/Latino	0	0	0	0	0	0	0	0
American Indian or Alaska Native	0	0	0	0	0	0	0	0
Asian	1	2	0	1	0	0	0	4
Black or African American	0	0	0	2	0	0	0	2
Native Hawaiian or Other Pacific Islander	0	0	0	1	0	0	0	1
White	0	2	0	11	0	0	0	13
Two or more races	0	0	0	0	0	0	0	0
Race and ethnicity unknown	0	0	0	3	0	0	0	3
Total women	1	4	0	21	0	0	0	26
Total (men+women)	4	12	0	32	0	0	0	48

Institution: University of Missouri-Kansas City (178402)

Part H - New Hires, Full-time St

aff by Occupational Category

User ID: 29C0011

# Number of Newly Hired Full-time Staff

(Hired full-time between November 1, 2018 - October 31, 2019)

- Report Hispanic/Latino individuals of any race as Hispanic/Latino
- Report race for non-Hispan ic/Latino individuals only
- Include both medical school and non-medical school staff

#### Men

IVICII				
Race/ethnicity	Instructional Staff (from Part H, screen 1)	Research staff	Public Service staff	Library and Student and Academic Affairs and Other Education Services Occupations 25-4000 + 25-2000 + 25-3000 + 25-9000
Nonresident alien	2	5	0	0
Hispanic/Latino	0	0	0	0
American Indian or Alaska Native	0	0	0	0
Asian	1	0	0	0
Black or African American	2	0	0	0
Native Hawaiian or Other Pacific Islander	0	0	0	0
<u>White</u>	15	1	0	0
Two or more races	0	0	0	0
Race and ethnicity unknown	2	0	04	merican Indian or 1
Total men	22	6	0	1
Women				
Race/ethnicity	Instructional			

Native Hawaiian or Other Pacific Islander	1	0	0	0
White	13	1	2	10
Two or more races	0	1	0	0
Race and ethnicity unknown	3	0	0	1
Total women	26	2	3	12
Total (men+women)	48	8	3	13

Institution: University of Missouri-K

American Indian or Alaska Native	0	0	0	0	0
Asian	0	1	1	0	7
Black or African American	1	4	5	5	5
Native Hawaiian or Other Pacific Islander	0	0	0	0	0
White	2	9	2	17	24
Two or more races	0	0	1	2	3
Race and ethnicity unknown	0	1	3	5	10
Total women	5	16	15	30	56
Total (men+women)	17	25	39	52	129

Nonresident alien	0	0	0	0	0	12
Hispanic/Latino	0	0	8	0	0	14
American Indian or Alaska Native	0	0	0	0	0	0
Asian	0	0	2	0	0	15
Black or African American	2	0	7	0	0	32
Native Hawaiian or Other Pacific Islander	0	0	0	0	0	1
White	3	0	28	0	0	111
Two or more races	0	0	2	0	0	9
Race and ethnicity unknown	1	0	7	0	0	31
Total women	6	0	54	0	0	225
Total (men+women)	10	0	65	4	1	414

Print Forms (data) Page **6** of 70

Institution: University of Missouri-Kansas City (178402)	User ID: 29C0011
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
Prepared by	

User ID: 29C0011

Summary

# **Human Resources Component Summary**

IPEDS collects important information regardi	ing yo ur instituti	on. All data re	ported in IPEDS
survey components become available in the	IPED S Data Ce	nter and appe	ar as aggregated data
in various Department of Educat ion repo	orts. Additionally, some	e of the re	eported data appears
specifically for your institution through the Co	ollege Navigator websit	te and is inclu	ded in your
institution's Data Feedback Report (DFR). The	he purpose of thi	s summary	is to provide you an
opportunity to view some of the data that, wh			•
process, will appear on the College Navigato	or we bsite and/or	r your DFR. C	ollege Navigator is
updated approximately three months after th	e data collection period	d closes and [	Data Feedback
Reports will be available through the Data Co	enter and sent to your	institution's Cl	EO in
November 2019.			

Please review your data for accuracy. If you have questions about th e data displayed below after reviewing the data reported contact the IPEDS Help Desk on the survey screens, please at: 1-877-225-2568 or ipedshelp@rti.org.

Institution: University of Missouri-Kansas City (178402)

Edit Report

User ID: 29C0011

# **Human Resources**

University of Missouri-Kansas City (178402)

Source	Description	Severity F	Resolved Op	otions
Global Edi	ts			
Perform Edits	The number of newly hired, full-time Public Service staff reported for Hispanic/Latino women in Part H (1) exceeds the total number of these staff reported in Part B (0). Please correct your data. (Error #1078)	Fatal	Yes	
Reason:	Overridden by administrator. New hires hired during specified period, but as o	f Nov 1, no lo	onger on pay ro	II SS
Related Screens:				