



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)**.*

Yes

No

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## 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 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/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Primarily instruction	599	272	371		1,242
<u>Instruction/research/public service</u>					

**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/ occupational activity (mutually exclusive categories)	Faculty status				Total	<u>Graduate assistants</u>
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system	Without faculty 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/ 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/ 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 l228.66 235.08 If*ca Tw( ofn)5.00 9 262.44 259.08 5339437.4 268.8 l401.4</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

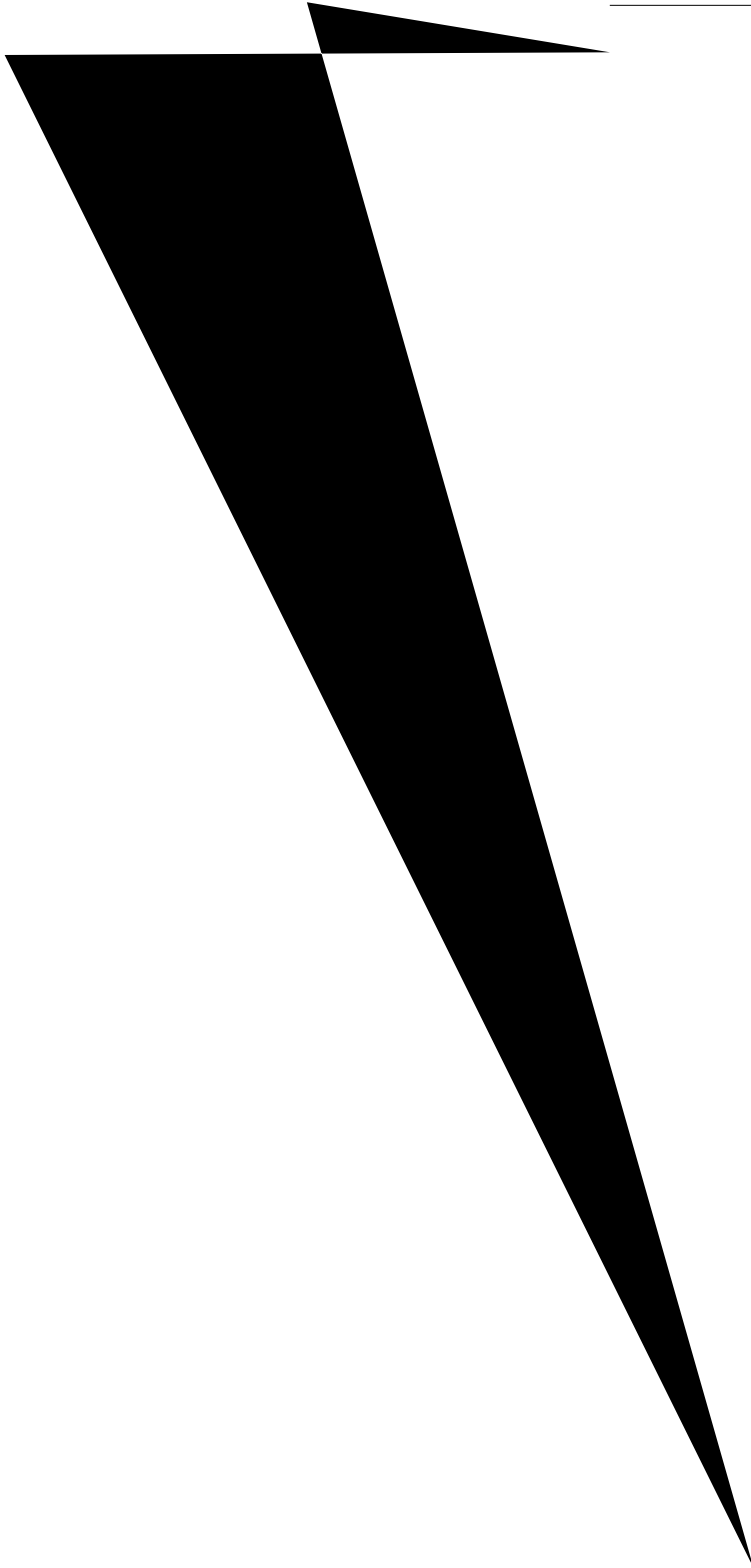
**As of November 1, 2008**

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
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**Men**

<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
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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
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**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
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**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/ 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>	<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 paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ 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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