

## Human Resources 2007-08

Institution: University of Missouri-Rolla (178411)

User ID: 29C0011

### 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 in the **Employees by Assigned Position (EAP)** and **Fall Staff** sections.*

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Yes

**Part A - Employees by Assigned Position - Full-time staff****Number of full-time staff by faculty status and primary function/occupational activity****As of November 1, 2007**

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>	195	71	64		330
<u>Instruction/research/public service</u>	1		1		2
Primarily instruction + Instruction/research/public service	196	71	65	0	332
<u>Primarily research</u>	5	1	39		45
<u>Primarily public service</u>	1				1
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	202	72	104	0	378
<u>Executive/administrative/managerial</u>	7			108	115
<u>Other professionals (support/service)</u>				157	157
<u>Technical and paraprofessionals</u>				83	83
<u>Clerical and secretarial</u>				250	250
<u>Skilled crafts</u>				64	64
<u>Service/Maintenance</u>				90	90
<b>Total full time</b>	209	72	104	752	1,137
Total from prior year	<b>210</b>	<b>77</b>	<b>93</b>	<b>732</b>	<b>1,112</b>

**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, 2007**

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		
<u>Primarily instruction</u>			74		74	260
<u>Instruction/research/public service</u>					0	13
Primarily instruction + Instruction/research/public service	0	0	74	0	74	273
<u>Primarily research</u>			21		21	225
<u>Primarily public service</u>					0	2
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	95	0	95	500
<u>Executive/administrative/managerial</u>				4	4	500

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

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

**(Excludes graduate assistants)**

**As of November 1, 2007**

**Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount**

Number of full-time instructional staff by contract length/teaching period,

**As of November 1, 2007**

Gender and academic rank	Less-than-9-month	Total
<b>Men</b>		
Professors		109
Associate professors		76
Assistant professors		

**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, 2007

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	95		1		96
Associate Professors	72	1	1		74
Assistant Professors		49	2		51
Instructors					



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**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**

<b>As of November 1, 2007</b>				
Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	96	10,012,709	104,299	<b>100,505</b>
Associate professors	74	5,630,964	76,094	<b>73,489</b>
Assistant professors	51	3,452,301	67,692	<b>66,059</b>
Instructors	2	110,868	55,434	<b>52,894</b>
Lecturers	20	1,120,622	56,031	<b>52,857</b>
No academic rank				
<b>Total men</b>	<b>243</b>	<b>20,327,464</b>		
<b>Women</b>				
Professors	7	695,380	99,340	<b>83,147</b>
Associate professors	8	532,886	66,611	<b>64,401</b>
Assistant professors	21	1,398,370	66,589	<b>64,903</b>
Instructors	2	100,670	50,335	<b>48,500</b>
Lecturers	7	302,644	43,235	<b>35,532</b>
No academic rank	1	37,228	37,228	
<b>Total women</b>	<b>46</b>	<b>3,067,178</b>		
<b>Total (men + women)</b>	<b>289</b>	<b>23,394,642</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

**As of November 1, 2007**

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
<b>Men</b>				
Professors	13	1,468,323	112,948	110,143
Associate professors	2	183,925	91,963	102,152
Assistant professors		65,892	65,892	
Instructor	-	114,970		

**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, 2007**

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"/>			

**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

**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,**

**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

**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, 2007**

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

Nonresident Alien

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**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, 2007**

Gender and race/ethnicity

Total

**Men**

Nonresident Alien

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

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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 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, 2007**

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
<b>Men</b>					
<u>Nonresident Alien</u>	0	28	22	50	50
<u>Black, non-Hispanic</u>	0	4	0	4	4
<u>American Indian/Alaska Native</u>	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	39	6	45	45
<u>Hispanic</u>					

**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.)

As of November 1, 2007

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)
<b>Men</b>								
Nonresident Alien	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="5"/>	<input type="text" value="14"/>	<input type="text" value="6"/>	<input type="text" value="1"/>	28
Black, non-Hispanic	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	4
American Indian/Alaska Native	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
Asian/Pacific Islander	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="3"/>	<input type="text" value="14"/>	<input type="text" value="14"/>	<input type="text" value="8"/>	39
Hispanic	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="3"/>	<input type="text" value="0"/>	5
White, non-Hispanic	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="8"/>	<input type="text" value="29"/>	<input type="text" value="41"/>	<input type="text" value="51"/>	<input type="text" value="43"/>	174
Race/ethnicity unknown	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total men</b>	0	3	9	39	71	76	52	250
<b>Women</b>								
Nonresident alien	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="4"/>	<input type="text" value="1"/>			

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

**Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class intervals**

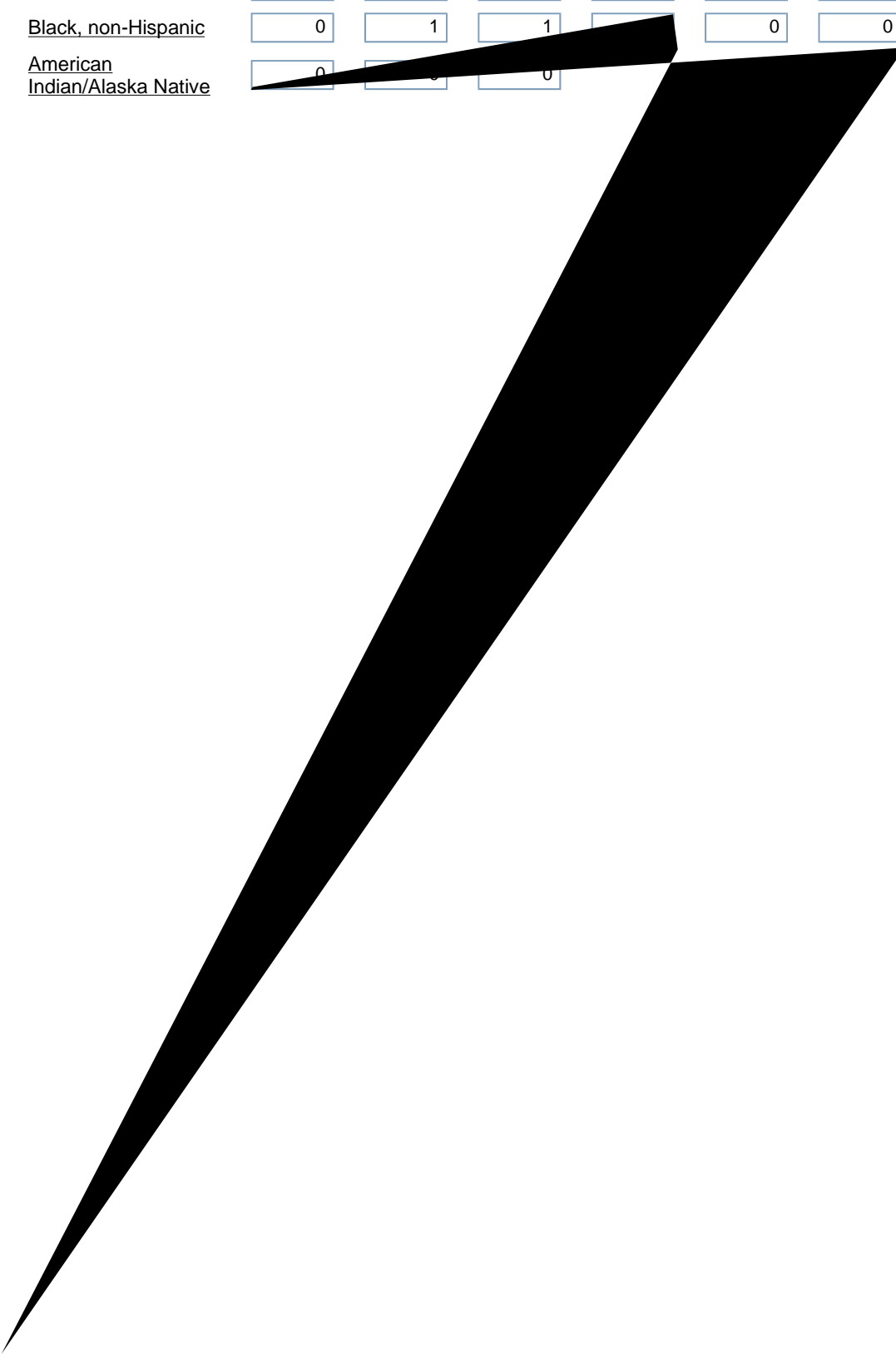
**Number of full-time executive/administrative/managerial staff by salary class intervals, gender, and race/ethnicity**

**As of November 1, 2007**

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
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**Men**

<u>Nonresident Alien</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	1
<u>Black, non-Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	4
<u>American Indian/Alaska Native</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0





**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, 2007**

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>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	0	0	0
<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>	1	1	0	0	0	2
<u>White, non-Hispanic</u>	0	17	22	15	3	57
<u>Race/ethnicity unknown</u>	0		0	0	0	0

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**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, 2007**

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**

Nonresident alien                                                                                            1

Black, non-Hispanic

**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, 2007**

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>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Black, non-Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	2
<u>American Indian/Alaska Native</u>	<input type="text"/>	<input type="text" value="1"/>	<input type="text" value="2"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	3
<u>Asian/Pacific Islander</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>Hispanic</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<u>White, non-Hispanic</u>	<input type="text"/>	<input type="text" value="4"/>	<input type="text" value="39"/>	<input type="text" value="14"/>	<input type="text" value="1"/>	58
<u>Race/ethnicity unknown</u>	<input type="text"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	0
<b>Total men</b>	0	5	42	15	1	63
<b>Women</b>						



**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

**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, 2007**

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Clerical and Skilled Service/  
Maintenance Total

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**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, 2007**

Gender and race/ethnicity	<u>Staff whose primary responsibility is instruction, research, and/or public service</u>	<u>Executive/ administrative/</u>
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**Part J - Fall Staff - Part-time non-professional staff**

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

**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, 2007**

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
<b>Men</b>			
<u>Nonresident Alien</u>	10	231	241
<u>Black, non-Hispanic</u>	2	5	7
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	8	3	11
<u>Hispanic</u>	0	3	3
<u>White, non-Hispanic</u>	110	137	247
Race/ethnicity			

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

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

Gender and race/ethnicity	As of November 1, 2007						
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women	
<u>Nonresident alien</u>		54	14	241	77	295	91
<u>Black, non-Hispanic</u>		19	8	7	3	26	11
<u>American Indian/Alaska Native</u>		5	7	0	1	5	8
<u>Asian/Pacific Islander</u>		48	10	11	9	59	19
<u>Hispanic</u>		10	3	3	0		

**Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status**

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, genT8( )JJ-18.3331mnf





**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, 2007 and  
still on payroll of the institution as of November 1, 2007)**

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	15	1	16
<u>Black, non-Hispanic</u>	1	0	1
<u>American Indian/Alaska Native</u>	0	0	0
<u>Asian/Pacific Islander</u>	2	1	3
<u>Hispanic</u>	1	0	1
<u>White, non-Hispanic</u>	19	26	45
<u>Race/ethnicity unknown</u>	0	0	0

**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
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**Screen: Part Time**

1	Row 16 Column 2	Upload File	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
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Reason: There are no part-time tenured faculty to report this year.

**Screen: Headcount**

2	Row 25 Column 2	Upload File	The number entered, 2, has an expected range of between 5 and 7. Please explain this difference.	Explanation	Yes
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Reason: Due to the baseline from Fall 2005 being a low amount, a slight or modest decrease over a 2-year period will be under the expected 25% range.

**Global Edits**

3		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 43235, is not within the expected range between 28426 and 42638. Please fix or explain.	Explanation	Yes
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Reason: Verified that there was six women 9/10 month as new hires.

**Global Edits**

4		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 140018, is not within the expected range between 89592 and 134388. Please fix or explain.	Explanation	Yes
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Reason: Small number counts for current and prior year are affecting average salaries.

5		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 42580, is not within the expected range between 56000 and 84000. Please fix or explain.	Explanation	Yes
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Reason: Small number counts for current and prior year are affecting average salaries.

6		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 60000, is not within the expected range between 35151 and 52725. Please fix or explain.	Explanation	Yes
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Reason: Small number counts for current and prior year are affecting average salaries.

**Global Edits**

7		Perform Edits	The average expenditure for one of benefits in 9/10 month contracts 228, is not within the expected range between 243 and 449. Please fix or explain.	Explanation	Yes
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Reason: University reduced employee

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Perform  
Edits

benefits in 11/12 month contracts 187,



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