

Human Resources 2009-10

Institution: Missouri University of Science and Technology (178411)

User ID: 29C0011

**Human Resources Screening Questions**

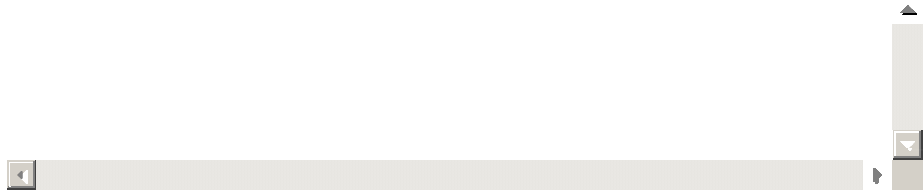
**Does your institution have any part-time staff?**

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

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-t*



**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?**

Asian/Pacific Islander

Hispanic

**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, 2009**

Primary function/ occupational activity (mutually exclusive categories)	Faculty status	Without faculty status	Total
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**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, 2009**

**Faculty status**

Primary function/  
occupational activity  
(mutually exclusive categories)

Without  
faculty  
status



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

**Number of full-time instructional staff by contract length/teaching period, gender, and academic rank**

**As of November 1, 2009**

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
<b>Men</b>				
Professors	<input type="text"/>	<input type="text" value="98"/>	<input type="text" value="12"/>	110
Associate professors	<input type="text"/>	<input type="text" value="81"/>	<input type="text"/>	81
Assistant professors	<input type="text"/>	<input type="text" value="50"/>	<input type="text" value="1"/>	51
Instructors	<input type="text"/>	<input type="text" value="3"/>	<input type="text" value="1"/>	4
Lecturers	<input type="text"/>	<input type="text" value="16"/>	<input type="text" value="2"/>	18
No academic rank	<input type="text"/>	<input type="text"/>	<input type="text" value="3"/>	3
<b>Total men</b>	0	248	19	267
Total men from prior year		<b>257</b>	<b>23</b>	
<b>Women</b>				
Professors	<input type="text"/>	<input type="text" value="9"/>	<input type="text" value="1"/>	10
Associate professors	<input type="text"/>	<input type="text" value="14"/>	<input type="text" value="2"/>	16
Assistant professors	<input type="text"/>	<input type="text" value="24"/>	<input type="text" value="1"/>	25
Instructors	<input type="text"/>	<input type="text" value="2"/>	<input type="text" value="2"/>	4
Lecturers	<input type="text" value="2"/>	<input type="text" value="9"/>	<input type="text"/>	11
No academic rank				

**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

Gender and academic rank	As of November 1, 2009				Without faculty status	Total from Part D (Headcount screen)
	Faculty status					
	Tenured	On tenure track	Non-tenure	Term		
<b>Men</b>						
Professors	96			2		98
Associate Professors	75					



**Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status**

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

Gender and academic rank	Faculty status				Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<b>Men</b>					
Professors	12				12
Associate Professors					
Assistant Professors					

**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

**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, 2009**

Gender and academic rank	Total from Part D (Headcount screen)	Salary outlays
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**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"/>		

**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>				





**Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system**



**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**

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

**Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity**

**As of November 1, 2009**

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	43	12	55
<u>Hispanic/Latino</u>	5	1	6
<u>American Indian or Alaska Native</u>	0	0	0
<u>Asian</u>	53	7	60
<u>Black or African American</u>	3	1	4
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	197	51	248
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0
<b>Total (must equal Part H (next part))</b>	<b>301</b>	<b>72</b>	<b>373</b>

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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 I - Fall Staff - Full-time other professional (support/service) staff - Salary class intervals**



**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, 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
<b>Men</b>						
Nonresident alien	<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
Hispanic/Latino	<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
American Indian or Alaska Native	<input type="text" value="0"/>	<input type="text" value="0"/>				

**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
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**Men**

<u>Nonresident alien</u>		0	0			
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**Part I - Fall Staff - Full-time service/ma**

**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  
(excluding instruction/research/public service staff)**

**As of November 1, 2009**

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and
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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, 2009**

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

Gender and race/ethnicity	<u>Staff whose primary responsibility is instruction, research, and/or public service</u>	<u>Executive/administrative/managerial</u>	<u>Other professionals (support/service)</u>
<b>Men</b>			
<u>Nonresident alien</u>		21	

**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, 2009**

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

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>	0	0	0	0
<u>Hispanic/Latino</u>	0	0	0	0
<u>American Indian or Alaska Native</u>	0	0	0	0



**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 -

**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 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, 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

Gender and race/ethnicity	Faculty status		Without faculty status	Total
	<u>Tenured</u>			



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**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>	3	0	3
<u>Hispanic/Latino</u>	0	1	1
<u>American Indian or Alaska Native</u>	1	0	1
<u>Asian</u>	2	1	3
<u>Black or African American</u>	2	1	3
<u>Native Hawaiian or Other Pacific Islander</u>	0	0	0
<u>White</u>	12	19	31
Two or more races	0	0	0
<u>Race and ethnicity unknown</u>	0	0	0
<b>Grand total</b>	20	22	42

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**Human Resources Survey Evaluation**

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



<b>Explanation Report</b>
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Number	Source	Location	Description	Severity	Accepted
<b>Global Edits</b>					
1		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 72,459 and 108,687. Please fix or explain.	Explanation	Yes
Reason: There a no 11/12-month men Associate professors to report this year.					
2		Perform Edits	The average salary for one of the academic ranks in 11/12 month contracts 41,746, is not within the expected range between 51,502 and 77,252. Please fix or explain.	Explanation	Yes
Reason: Decrease in average is due to a loss of 1 higher paid men Lecturer over the year.					
<b>Screen: Headcount</b>					
3	Row 43 Column 5	Upload File	The number entered, 3, has an expected range of between 2 and 2. Please explain this difference.	Explanation	Yes
Reason: Due to the baseline from Fall 2007 being a low amount, a slight or modest increase over the year will be over the expected 25% range.					