

Human Resources 2007-08

Institution: University of Missouri-Kansas City (178402)

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

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No

Do ALL of the instructional staff at your institution fall into any of the following categories?

*If you answer **Yes** to any of the questions below, the **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.*

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 staff (medical school) by faculty status and primary function/occupational activity

As of November 1, 2007

Primary function/ occupational activity (mutually exclusive categories)	Faculty status		Without faculty status	Total
	<u>Tenured</u>			

Part B - Employees by Assigned Position - Part-time staff, non-medical school

Number of part-time staff (non medical) by faculty status and primary function/occupational activity

As of November 1, 2007

Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

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**

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Total
<u>Primarily instruction</u>	979	943	546	540	1,525
<u>Instruction/research/public service</u>	76	78	107	86	183
Primarily instruction + Instruction/research/public service	1,055	1,021	653	626	1,708
<u>Primarily research</u>	59	72	27	35	86
<u>Primarily public service</u>	45	49	31	27	76
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	1,159	1,142	711	688	1,870
<u>Executive/administrative/managerial</u>	248	244	5	5	253
<u>Other professionals (support/service)</u>	346	332	86	95	432
<u>Technical and paraprofessionals</u>	137	136	66	65	203
<u>Clerical and secretarial</u>	347	350	43	52	390
<u>Skilled crafts</u>	76	87	0		76
<u>Service/Maintenance</u>	163	177	70	110	233
Grand total	2,476	2,468	981	1,015	3,457

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, 2007

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	<input type="text"/>	<input type="text" value="90"/>	<input type="text" value="17"/>	107
Associate professors	<input type="text"/>	<input type="text" value="73"/>	<input type="text" value="40"/>	113
Assistant professors	<input type="text"/>	<input type="text" value="86"/>	<input type="text" value="39"/>	125
Instructors	<input type="text"/>	<input type="text" value="2"/>		

Part D - Instructional staff on 9/10-month contracts/teaching

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Applicable to 4-year degree-granting institutions only ****

Number of instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and

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As of November 1, 2007

Faculty status

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Associate Professors

	<u>Offered</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system	Without faculty status	Total from Part D (Headcount screen)
	86		4		90
Associate Professors	65	6	2		

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, 2007

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	
Men					
Professors	12	1	4		17
Associate Professors	21	7	12		40
Assistant Professors		6	33		39
Instructors					

Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

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, 2007				
Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	90	9,416,083	104,623	101,047
Associate professors	73	5,434,910	74,451	69,740
Assistant professors	86	5,229,483	60,808	58,744
Instructors	2	95,156	47,578	42,073
Lecturers	6	250,973	41,829	44,482
No academic rank				0
Total men	257	20,426,605		
Women				
Professors	26	2,457,224	94,509	92,009
Associate professors	66	4,445,792	67,360	64,782
Assistant professors	54	2,889,212	53,504	48,714
Instructors	12	579,772	48,314	46,757
Lecturers	6	197,828	32,971	41,614
No academic rank	1	28,229	28,229	27,540
Total women	165	10,598,057		
Total (men + women)	422	31,024,662		

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
Men				
Professors	17	2,119,942	124,702	114,647
Associate professors	40	3,888,252	97,206	90,778
Assistant professors	39	2,966,032	76,052	74,878
Instructors	3	189,914	63,305	

Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

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>				
Retirement plans (other than Social Security) - Vested after 5-years	422	3,168,513	7,508	7,198
Medical/dental plans	395	2,331,154	5,902	5,847
Group life insurance	421	27,906	66	51
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection	422	86,043	 204	306
Tuition plan (dependents only)				
Unrestricted				
Restricted				
Housing plan				
Unrestricted				
Restricted				
Social Security taxes	422	2,261,192	5,358	5,111
Unemployment compensation taxes	422	27,430	65	58
Worker's compensation taxes	422	210,968	500	540
Other benefits in kind with cash options				
Total expenditures		8,113,206		

Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits

Fringe benefits

Part G - Fall Staff - Full-time instruction/research/public service staff - On tenure track

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
Men							
<u>Nonresident Alien</u>	0	0	7	0	39	10	56
<u>Black, non-Hispanic</u>	1	1	3	2	5	3	15
<u>American Indian/Alaska Native</u>	0	0	0	0	2	0	2
<u>Asian/Pacific Islander</u>	1	1	6	0	33	0	43
<u>Hispanic</u>	0	1	1	0	7	0	9
<u>White, non-Hispanic</u>	6	14	40	7	143	19	229
<u>Race/ethnicity unknown</u>	0	0	1	0	4	0	5
Total men	10	17	58	0			

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

Hispanic

White, non-Hispanic

Race/ethnicity unknown

Total men

Women

Nonresident Alien

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific

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, 2007

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	79	30	109
<u>Black, non-Hispanic</u>	29	41	70
41			

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
Men					
<u>Nonresident Alien</u>	0	12	67	79	79
<u>Black, non-Hispanic</u>	1	12	6	19	79

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

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.)

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)
Men								
Nonresident Alien	3	18	33	2	6	4	1	67
Black, non-Hispanic	0	1	0	0	0	0	0	1

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

Number of full-time other professional (support/service) 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
Men								
<u>Nonresident alien</u>	0	0	1	1	0	0		2
<u>Black, non-Hispanic</u>	0	1	3	0	0	0		4
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0		0
<u>Asian/Pacific Islander</u>	0	2	2	4	0	0		8
<u>Hispanic</u>	1	1	0	0	0	1		3
<u>White, non-Hispanic</u>	3	29	40	24	12	3		111
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0		0
Total men	4	33	46	29	12	4		

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	3	2	0	0	5
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	0	1	0	0	1
<u>Hispanic</u>	0	1	0	0	0	2
<u>White, non-Hispanic</u>	1	11	22	10	0	50
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0

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

Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals

Number of full-time skilled crafts

Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervals

Number of full-time service/maintenance

**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

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
Men							
<u>Nonresident alien</u>	0	2	0	0	1	2	5
<u>Black, non-Hispanic</u>	7	4	5	3	15	35	69
<u>American Indian/Alaska Native</u>	1	0	0	0	0	2	3
<u>Asian/Pacific Islander</u>	2	8	1	0	1	1	13
<u>Hispanic</u>	1	3	2	1	0	6	13
<u>White, non-Hispanic</u>	99	111	50	29	58		

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/managerial</u>	<u>Other professionals</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

As of November 1, 2007

Gender and race/ethnicity	<u>Technical and paraprofessionals</u>	<u>Clerical and</u>
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Institution: University of Missouri-Kansas City (178402)

User ID: 29C0011

Part J - Fall Staff - Graduate assistants and part-time staff totalsNumber 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
Men			
<u>Nonresident Alien</u>	22	83	105
<u>Black, non-Hispanic</u>	21	5	26
<u>American Indian/Alaska Native</u>	3	1	4
<u>Asian/Pacific Islander</u>	12	7	19
<u>Hispanic</u>	13	5	18
<u>White, non-Hispanic</u>	346	134	480
<u>Race/ethnicity unknown</u>	2	0	2
Total men	419	235	654
Women			
<u>Nonresident Alien</u>	23	59	82
<u>Black, non-Hispanic</u>	70	13	83
<u>American Indian/ Alaska Native</u>	1	1	2
<u>Asian/Pacific Islander</u>	26	7	33
<u>Hispanic</u>	12	4	16
<u>White, non-Hispanic</u>	430	145	575
<u>Race/ethnicity unknown</u>	0	0	0
Total women	562	229	791
Total (men+women)	981	464	1,445
Total from EAP		464	

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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>	84	34	105	82	189	116
<u>Black, non-Hispanic</u>	98	253	26	83	124	336
<u>American Indian/Alaska Native</u>	5	8	4	2	9	10
<u>Asian/Pacific Islander</u>	97	61	19	33	116	94
<u>Hispanic</u>	25	53	18	16	43	69
<u>White, non-Hispanic</u>	839	912	480	575	1,319	1,487
<u>Race/ethnicity unknown</u>	6	1	2	0	8	1
Grand total	1,154	1,322	654	791	1,808	2,113

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

Number of full-time permanent new hir

Explanation Report

Number	Source	Location	Description	Severity	Accepted
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Screen: FT medical

1	Row 16 Column 3	Upload File	The number entered, 15, has an expected range of between 101 and 185. Please explain this difference.	Explanation	Yes
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Reason: Most residents were reclassified as "Not on tenured track".

2	Row 16 Column 4	Upload File	The number entered, 344, has an expected range of between 148 and 274. Please explain this difference.	Explanation	Yes
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Reason: Some residents were reclassified from "On tenured track".

Screen: Headcount

3	Row 25 Column 2	Upload File	The number entered, 4, has an expected range of between 6 and 10. 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

4		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 32971, is not within the expected range between 33292 and 49936. Please fix or explain.	Explanation	Yes
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Reason: Three previous highest ranked women 9/10 month Lecturers moved up to Asst. Professor positions.

Global Edits

5		Perform Edits	The average expenditure for one of benefits in 9/10 month contracts 204, is not within the expected range between 215 and 397. Please fix or explain.	Explanation	Yes
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Reason: University reduced employee and employer cost premiums for Long Term Disability by 35%.
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Screen: Benefits 11/12 mo

6	Row 6 Column 5	Screen Entry	The average expenditure for one of benefits in 11/12 month contracts 65, is not within the expected range between 35 and 63. Please fix or explain.	Explanation	Yes
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Reason: University increased employee and employer

8	Perform Edits	service/maintenance entered, 70, has an expected range of between 77 and 143. Please explain this difference.	Explanation	Yes
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This is confirmed. We had

Reason:

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