

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
Total full time	209	72	104	752	1,137
Total from prior year	210	77	93	732	1,112

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
Men		
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		
Men					
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**

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

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	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
Men					
<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)
Men								
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
Total men	0	3	9	39	71	76	52	250
Women								
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

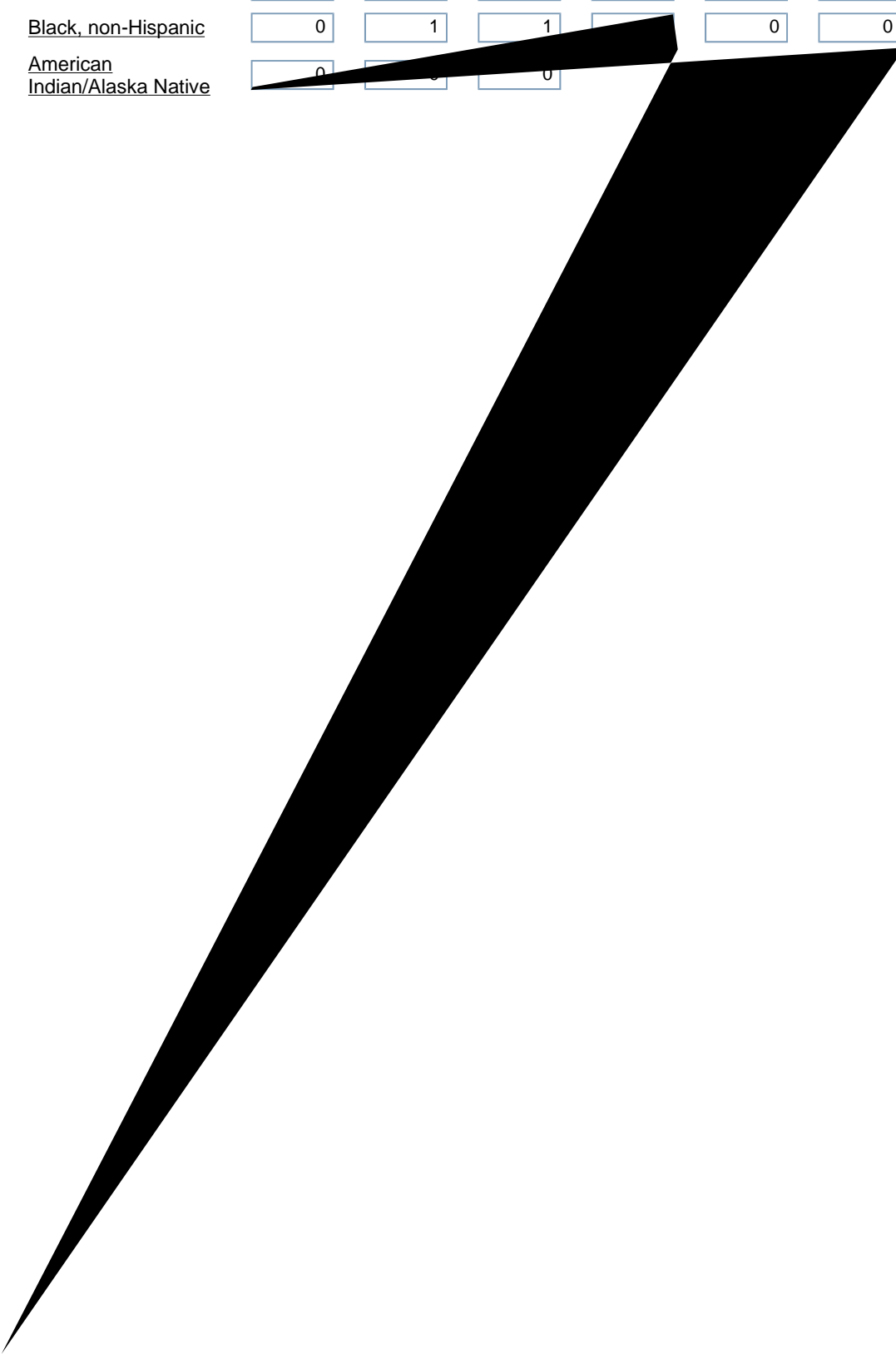
Number of full-time executive/administrative/managerial staff by salary class intervals, gender, and race/ethnicity

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
Men						
<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
Total men	0	5	42	15	1	63
Women						

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
Men			
<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,

[Print Form\(s\)](#) [GoBack](#)