

Institution: Missouri University of Science and Technology (178411)

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)**.*

jn

Yes

jn

No

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?

jn 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 or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

Race and ethnicity unknown

jn OLD race/ethnicity categories (7 categories):

Nonresident alien

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Race and ethnicity unknown

jn MIXTURE of new and old race/ethnicity categories (all 14 categories will show on each screen):

NEW categories:

Notes for NEW categories:

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

Hispanic/Latino

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Categories used in BOTH New and Old:

Nonresident alien

Race and ethnicity unknown

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, 2008

| Primary function/ occupational activity (mutually exclusive categories) | Faculty status | | | | Total |
|---|----------------|----------------------------|--|------------------------------|-------|
| | <u>Tenured</u> | <u>On tenure track</u> | Not on tenure track/ no tenure system | Without faculty status | |
| <u>Primarily instruction</u> | | | | | |

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, 2008

| 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> | | | 75 | | 75 | 245 |
| <u>Instruction/research/public service</u> | | | 1 | | 1 | 15 |
| Primarily instruction + Instruction/research/public service | 0 | 0 | 76 | 0 | 76 | 260 |
| <u>Primarily research</u> | | | 24 | | 24 | 262 |
| <u>Primarily public service</u> | | | | | 0 | 4 |
| Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service | 0 | 0 | 100 | 0 | 100 | 526 |
| <u>Executive/administrative/managerial</u> | | | | 3 | 3 | |
| <u>Other professionals (support/service)</u> | | | | 25 | 25 | |
| <u>Technical and paraprofessionals</u> | | | | | | |







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, 2008

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, 2008 | | | | |
|--------------------------|--------|----------------|--|---------------------------|
| Gender and academic rank | Number | Salary outlays | Average salary | Prior year Average salary |
| Men | | | | |
| Professors | 14 | 1,653,934 | 118,138 | 112,948 |
| Associate professors | 1 | 90,573 | 90,573 | 91,963 |
| Assistant professors | 1 | 60,000 | 60,000 | 65,892 |
| Instructors | 1 | 59,800 | 59,800 | 57,488 |
| Lecturers | 3 | 193,130 |  64,377 | 38,799 |
| No academic rank | 3 | 159,954 |  53,318 | 44,060 |
| Total men | 23 | 2,217,391 | | |
| Women | | | | |
| Professors | 2 | 289,989 | 144,995 | 140,018 |
| Associate professors | 2 | 146,094 |  73,047 | 59,676 |
| Assistant professors | | |  | 67,227 |
| Instructors | 3 | 160,014 | 53,338 | 50,913 |
| Lecturers | | |  | 42,580 |
| No academic rank | | |  | 60,000 |
| Total women | 7 | 596,097 | | |
| | | | | Total (men + women) 30 |

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> | | | | |
| Retirement plans (other than Social Security) - Vested after 5-years | 312 | 2,334,067 | 7,481 | 8,737 |

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> | <input type="text"/> | <input type="text"/> | | |

Part G - Fall Staff - Full-time instruction/re

ff - Tenured

Number of full-time staff with faculty status who are Tenured
research, and/or public service by academic rank, gender

ability is instruction,

As of Novem

| Gender and race/ethnicity | Professors | Associate professors | Assi prof | No academic rank | Total |
|-------------------------------|------------|----------------------|-----------|------------------|-------|
| Men | | | | | |
| Nonresident alien | 6 | 2 | | | 8 |
| Black, non-Hispanic | 1 | 1 | | | 2 |
| American Indian/Alaska Native | 0 | 0 | | | 0 |
| Asian/Pacific Islander | 22 | 11 | | | 33 |
| Hispanic | 1 | | | | |

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 |
|---------------------------|----------------------|--------------------------------|---------------------------------|----------------------|----------------------|----------------------|-------|
| Men | | | | | | | |
| <u>Nonresident alien</u> | <input type="text"/> | <input type="text" value="0"/> | <input type="text" value="16"/> | <input type="text"/> | <input type="text"/> | <input type="text"/> | 16 |

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 |
|---------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|
|---------------------------|------------|----------------------|----------------------|-------------|-----------|------------------|-------|

Men

Nonresident alien

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, 2008

| Gender and race/ethnicity | Total |
|--------------------------------------|----------------------|
| Men | |
| <u>Nonresident alien</u> | <input type="text"/> |
| <u>Black, non-Hispanic</u> | <input type="text"/> |
| <u>American Indian/Alaska Native</u> | <input type="text"/> |
| <u>Asian/Pacific Islander</u> | <input type="text"/> |
| <u>Hispanic</u> | <input type="text"/> |
| <u>White, non-Hispanic</u> | <input type="text"/> |
| <u>Race and ethnicity unknown</u> | <input type="text"/> |
| Total men | 0 |
| Women | |
| <u>Nonresident alien</u> | <input type="text"/> |
| <u>Black, non-Hispanic</u> | <input type="text"/> |
| <u>American Indian/Alaska Native</u> | <input type="text"/> |
| <u>Asian/Pacific Islander</u> | <input type="text"/> |
| <u>Hispanic</u> | |

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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, 2008

| | Total men | Total women | Total (men+women) |
|--|------------|-------------|-------------------|
| <u>Nonresident alien</u> | 47 | 13 | 60 |
| <u>Black, non-Hispanic</u> | 3 | 1 | 4 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 |
| <u>Asian/Pacific Islander</u> | 49 | 6 | 55 |
| <u>Hispanic</u> | 5 | 1 | 6 |
| <u>White, non-Hispanic</u> | 204 | 51 | 255 |
| <u>Race and ethnicity unknown</u> | 0 | 0 | 0 |
| Total (must equal Part H (next part)) | 308 | 72 | 380 |

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, incl

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,

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Part I - Fall Staff - Full-time executive/administrative/managerial staff by salary class intervals

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

As of November 1, 2008

| 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 |
|---------------------------|----------------|---------------|---------------|---------------|---------------|---------------|
|---------------------------|----------------|---------------|---------------|---------------|---------------|---------------|

Men

| | | | | | |
|--------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|--------------------------------|
| <u>Nonresident alien</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="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, 2008

| 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

| | | | | | | | | |
|-------------------|---|---|---|---|---|--|--|---|
| Nonresident alien | 0 | 0 | 1 | 1 | 0 | | | 2 |
|-------------------|---|---|---|---|---|--|--|---|

| | | | | | | | | |
|---------------------|---|---|---|---|---|--|--|---|
| Black, non-Hispanic | 1 | 1 | 1 | 2 | 0 | | | 5 |
|---------------------|---|---|---|---|---|--|--|---|

American Indian/Alaska

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

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, 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 |
|---------------------------|----------------|---------------|---------------|---------------|------------------|-------|
|---------------------------|----------------|---------------|---------------|---------------|------------------|-------|

Men

Nonresident alien



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 |
|--------------------------------------|----------------|---------------|---------------|---------------|------------------|-------|
| Men | | | | | | |
| <u>Nonresident alien</u> | 0 | 0 | 0 | 0 | | 0 |
| <u>Black, non-Hispanic</u> | 0 | 3 | 0 | 1 | | 4 |
| <u>American Indian/Alaska Native</u> | 0 | 2 | 0 | 0 | | 2 |
| <u>Asian/Pacific Islander</u> | 0 | 1 | 0 | 0 | | 1 |

**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, 2008

Gender and
race/ethnicity

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 | Technical and paraprofessionals | Clerical and secretarial | Skilled crafts | Service/ Maintenance |
|--------------------------------------|------------------------------------|-----------------------------|----------------|-------------------------|
| Men | | | | |
| <u>Nonresident alien</u> | 0 | 0 | 0 | 0 |
| <u>Black, non-Hispanic</u> | 0 | 1 | 0 | 1 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 | 0 |
| <u>Asian/Pacific Islander</u> | 0 | 0 | 0 | 0 |

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, 2008

Gender and race/ethnicity

Subtotal

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, 2008 | | | | | |
|---------------------------|------------------------|-----------------|---------------|-----------------|-----------|-------------|
| | Full-time men | Full-time women | Part-time men | Part-time women | Total men | Total women |
| <u>Nonresident alien</u> | | 52 | 15 | | | |

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, 2008 and still on payroll of the institution as of November 1, 2008)

| Gender and race/ethnicity | Faculty status | | | Without faculty status | Total |
|--------------------------------------|----------------|-----------------|--|------------------------|-------|
| | Tenured | On tenure track | Not on tenure track/ no tenure system | | |
| Men | | | | | |
| <u>Nonresident alien</u> | 1 | 2 | 9 | | 12 |
| <u>Black, non-Hispanic</u> | 0 | 0 | 0 | | 0 |
| <u>American Indian/Alaska Native</u> | 0 | 0 | 0 | | 0 |
| <u>Asian/Pacific Islander</u> | 0 | 1 | 0 | | 1 |

Part L - Fall Staff - New hires - Full-time staff by position

Number of full-time permanent new hires by primary function/occupational activity, 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)**

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 |
|--------|--------|----------|-------------|----------|----------|
|--------|--------|----------|-------------|----------|----------|

Screen: Headcount

| | | | | | |
|---|--------------------|-------------|--|-------------|-----|
| 1 | Row 25 Column 2 | 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.

Global Edits

| | | | | | |
|---|--|---------------|---|-------------|-----|
| 2 | | Perform Edits | The average salary for one of the academic ranks in 11/12 month contracts 64377, is not within the expected range between 31040 and 46558. Please fix or explain. | Explanation | Yes |
|---|--|---------------|---|-------------|-----|

Reason: Increase in average is due to a loss of 3 lower paid men Lecturers over the year.

| | | | | | |
|---|--|---------------|---|-------------|-----|
| 3 | | Perform Edits | The average salary for one of the academic ranks in 11/12 month contracts 53318, is not within the expected range between 35248 and 52872. Please fix or explain. | Explanation | Yes |
|---|--|---------------|---|-------------|-----|

Reason: Increase in average is due to a loss of 3 lower paid men with no academic rank over the year.

| | | | | | |
|---|--|---------------|---|-------------|-----|
| 4 | | Perform Edits | The average salary for one of the academic ranks in 11/12 month contracts 73047, is not within the expected range between 47741 and 71611. Please fix or explain. | Explanation | Yes |
|---|--|---------------|---|-------------|-----|

Reason: Increase in average is due to the gain of 1 higher paid women Associate professor over the year.

| | | | | | |
|---|--|---------------|---|-------------|-----|
| 5 | | Perform Edits | The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 53782 and 80672. Please fix or explain. | Explanation | Yes |
|---|--|---------------|---|-------------|-----|

Reason: There a no 11/12-month women Assistant professors to report this year.

| | | | | | |
|---|--|---------------|---|-------------|-----|
| 6 | | Perform Edits | The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 34064 and 51096. Please fix or explain. | Explanation | Yes |
|---|--|---------------|---|-------------|-----|

Reason: There a no 11/12-month women Lectures to report this year.

| | | | | | |
|---|--|---------------|---|-------------|-----|
| 7 | | Perform Edits | The average salary for one of the academic ranks in 11/12 month contracts 0, is not within the expected range between 48000 and 72000. Please fix or explain. | Explanation | Yes |
|---|--|---------------|---|-------------|-----|

Reason: There a no 11/12-month women with no academic rank to report this year.

Global Edits

The average expenditure for one of

| | | | | |
|---|---------------|--|-------------|-----|
| 8 | Perform Edits | benefits in 11/12 month contracts 80, is not within the expected range between 42 and 78. Please fix or explain. | Explanation | Yes |
|---|---------------|--|-------------|-----|

Reason: Significant increase is tied to salary increases associated with faculty promotions.

| | | | | |
|---|---------------|--|-------------|-----|
| 9 | Perform Edits | The average expenditure for one of benefits in 11/12 month contracts 260, is not within the expected range | Explanation | Yes |
|---|---------------|--|-------------|-----|

Reason: Significant increase is tied to salary increases associated with faculty promotions.9

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