

## Human Resources 2007-08

Institution: University of Missouri-Columbia (178396)

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.

No  Yes  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.

No  Yes Are ALL of the instructional staff military personnel?

No  Yes Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?

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**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

**Part B - Employees by Assigned Position**

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

\*\*\*\* Applicable to institutions with M.D. or D.O. programs \*\*\*\*

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

**As of November 1, 2007**

**Faculty status**

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>	15	5	122		142	45
<u>Instruction/research/public service/clinical</u>			18		18	13
Primarily instruction + Instruction/research/public service/clinical	15	5	140	0	160	58
<u>Primarily research</u>		2	16		18	41
<u>Primarily public service</u>	2		8		10	3
Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service	17	7	164	0	188	102
<u>Executive/administrative/managerial</u>				6	6	

**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>	1,622	<b>1,568</b>	768	<b>694</b>	2,390
<u>Instruction/research/public service</u>	439	<b>426</b>	215	<b>224</b>	654
Primarily instruction + Instruction/research/public service	2,061	<b>1,994</b>	983	<b>918</b>	3,044
<u>Primarily research</u>	497	<b>494</b>	117	<b>134</b>	614
<u>Primarily public service</u>	425	<b>419</b>	66	<b>62</b>	491

**Part D - Salaries - Full-time instructional**

**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

Faculty status

Gender and academic rank

Without  
faculty  
status

Total from Part D  
(Headcount screen)



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**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	72	9,439,055	131,098	<b>129,928</b>
Associate professors	51	4,464,173	87,533	<b>84,970</b>
Assistant professors	46	3,288,505	71,489	<b>69,382</b>
Instructors	18	869,803	48,322	<b>47,284</b>
Lecturers	21	821,205	39,105	<b>41,332</b>

**Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits**

**Fringe benefits**

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

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

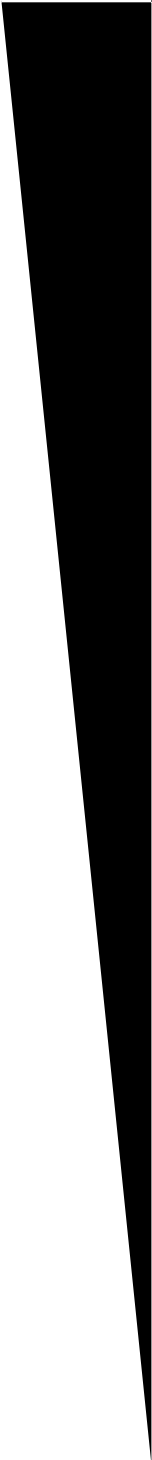


**Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system**

**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
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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
<b>Men</b>	
<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/ethnicity unknown</u>	<input type="text"/>
<b>Total men</b>	
<b>Women</b>	
<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/ethnicity unknown</u>	<input type="text"/>
<b>Total women</b>	
<b>Total (men+women)</b>	
Total from EAP	0



**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
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**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,**







**Part I - Fall Staff - Full-time intervals**

**- Salary class**

Number of full-time technical and

der, and race/ethnicity

Gender and race/ethnicity

Below

9 50,000 and above -

**Men**

Nonresident alien

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

0

1

1

2

1

4



**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
<b>Men</b>						
<u>Nonresident alien</u>	0	2	1	0	0	3
<u>Black, non-Hispanic</u>	7	17	3	0	0	27
<u>American Indian/Alaska Native</u>	0					

Part I - Fall S crafts staff - S intervals

Number of full-tin y class intervals ce/ethnicity

s of November

Gender and race/ 20,000-29,9 9 40,000-49,999 50,000 and above Total

Men

Nonresident alie 0 0 0 0

Black, non-Hisp 20 2 1 23

American Indian 2

**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, 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>	1	0	0	0	0	1
<u>Black, non-Hispanic</u>	31	109	8	3	0	151
<u>American Indian/Alaska Native</u>						



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**Part J - Fall Staff - Part-time professional staff**

Number of part



**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>	37	428	465
<u>Black, non-Hispanic</u>	114	25	139
<u>American Indian/Alaska</u>			

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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>	304	154	465	327	769	481
<u>Black, non-Hispanic</u>	314	475	139	233	453	708
<u>American Indian/Alaska Native</u>	36	37	14	23	50	60
<u>Asian/Pacific Islander</u>	246	196	56	98	302	294
<u>Hispanic</u>	74	124	41	76	115	200
<u>White, non-Hispanic</u>	4,130	5,556	2,164	3,167	6,294	8,723
<u>Race/ethnicity unknown</u>	26	3	17	4	43	7
<b>Grand total</b>	5,130	6,545	2,896	3,928	8,026	10,473



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**Part L - Fall Staff - New hires - Faculty status**

Staff -

Number of full-time permanent new hires with service by faculty status, gender, and race

Public

(Hired full time  
still on payroll)

Gender and race/ethnicity

Tenure

Total

**Men**

Nonresident Alien

53

Black, non-Hispanic



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

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	57	30	87
<u>Black, non-Hispanic</u>	13	33	46
<u>American Indian/Alaska Native</u>	2	3	5
<u>Asian/Pacific Islander</u>	25	21	46
<u>Hispanic</u>	6	8	14
<u>White, non-Hispanic</u>	207	325	532
<u>Race/ethnicity unknown</u>	0	0	0
<b>Grand total</b>	310	420	730
Grand total from Fall 2005	<b>267</b>	<b>313</b>	<b>580</b>

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## 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: Headcount**

1	Row 25 Column 2	Upload File	The number entered, 19, has an expected range of between 9 and 15. 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 increase over a 2-year period will be over the expected 25% range.

**Global Edits**

2		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 42035, is not within the expected range between 27524 and 41284. Please fix or explain.	Explanation	Yes
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Reason: Verified of the men 9/10 month Instructors; 6 are new hires with an average of \$42,625 and 6 are renewed contracts with an average of \$41,445.

3		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 0, is not within the expected range between 57185 and 85777. Please fix or explain.	Explanation	Yes
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Reason: There are no male 9/10 Instructors to report this re (TD0.0i2ftng ea)



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