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   <u>NEW race/ethnicity categories (9 categories):</u>

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

<u>Nonresident alien</u>

<u>Hispanic/Latino</u>

<u>American Indian or Alaska Native</u>

<u>Asian</u>

<u>Black or African American</u>

<u>Native Hawaiian or Other Pacific Islander</u>

<u>White</u>

Two or more races

<u>Race and ethnicity unknown</u>

    jn   <u>OLD race/ethnicity categories (7 categories):</u>

<u>Nonresident alien</u>

<u>Black, non-Hispanic</u>

<u>American Indian/Alaska Native</u>

<u>Asian/Pacific Islander</u>

<u>Hispanic</u>

<u>White, non-Hispanic</u>

<u>Race and ethnicity unknown</u>

    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 <u>full-time</u> 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

Faculty status

Primary function/ occupational activity (mutually exclusive categories)	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	Total	Graduate assistants
Primarily instruction			75		75	245
Instruction/research/public service			1		1	15
Primarily instruction + Instruction/research/public service	0	0	76	0	76	260
Primarily research			24		24	262
Primarily public service					0	4
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	0	0	100	0	100	526
Executive/administrative/managerial				3	3	
Other professionals (support/service)				25	25	
Technical and paraprofessionals						

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
Retirement plans (other than Social Security) - Vested within 5-years				
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
Retirement plans (other than Social Security) - Vested within 5-years				

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

**Number of full-time staff with faculty status who are _Tenu_   bility is instruction,
research, and/or public service by academic rank, gende**

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					

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

Number of full-time staff with faculty status who are <u>On tenure track</u> 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							
Nonresident alien		0	16				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	
Nonresident alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race and ethnicity unknown	
Total men	0
Women	
Nonresident alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	

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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)
Nonresident alien	47	13	60
Black, non-Hispanic	3	1	4
American Indian/Alaska Native	0	0	0
Asian/Pacific Islander	49	6	55
Hispanic	5	1	6
White, non-Hispanic	204	51	255
Race and ethnicity unknown	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 sta intervals

Number of full-time <u>executive/administrative/managerial</u> staff by salary class intervals, gend 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>	0	0	0	0	1	

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

Number of full-time <u>other professional (support/service)</u> 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								
<u>Nonresident alien</u>	0	0	1	1	0			2
<u>Black, non-Hispanic</u>	1	1	1	2	0			5
<u>American Indian/Alaska</u>								

Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class intervals

Number of full-time <u>technical and paraprofessional</u> 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						
Nonresident alien	0	0	0	0		0
Black, non-Hispanic	0	3	0	1		4
American Indian/Alaska Native	0	2	0	0		2
Asian/Pacific Islander	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 <u>part-time</u> 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				
Nonresident alien	0	0	0	0
Black, non-Hispanic	0	1	0	1
American Indian/Alaska Native	0	0	0	0
Asian/Pacific Islander	0	0	0	0

Part J - Fall Staff - Graduate assistants and part-time staff totals

Number of <u>part-time</u> 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

As of November 1, 2008

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
Nonresident alien	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					
Nonresident alien	1	2	9		12
Black, non-Hispanic	0	0	0		0
American Indian/Alaska Native	0	0	0		0
Asian/Pacific Islander	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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