

Human Resources 2008-09

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)** section.

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)?
- No Yes Do ALL of the instructional staff teach pre-clinical or clinical medicine?

The completion of the Fall Staff section is optional this year as it is in even-numbered years.

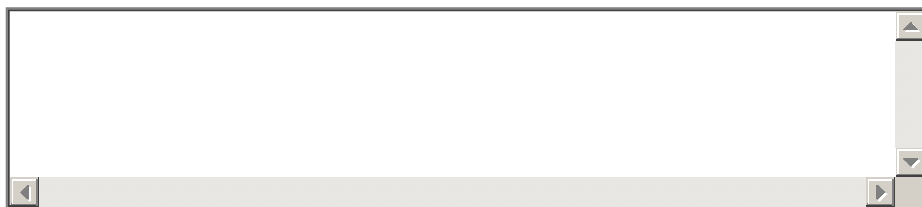
Do you wish to complete the **Fall Staff** section this year?

If you answer **No**, screens to report **Fall Staff** data will not be displayed.

If you answer **Yes**, screens to report **Fall Staff** data will be displayed and you must complete ALL applicable **Fall Staff** screens.

- No, I will not complete Fall Staff
- Yes, I will complete Fall Staff

You may use the space below to provide context for the data you've reported above.



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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)**.*

Yes

No

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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?**

- 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 alienHispanic/LatinoAmerican Indian or Alaska NativeAsianBlack or African AmericanNative Hawaiian or Other Pacific IslanderWhite

Two or more races

Race and ethnicity unknown

- OLD race/ethnicity categories (7 categories):

Nonresident alienBlack, non-HispanicAmerican Indian/Alaska NativeAsian/Pacific IslanderHispanicWhite, non-HispanicRace and ethnicity unknown

- 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

OLD categories:

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Categories used in BOTH New and Old:

Nonresident alien

Race and ethnicity unknown

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Part A - Employees by Assigned Position - Full-time staff, non-medical school**Number of full-time staff (non medical) by faculty status and primary function/occupational activity****As of November 1, 2008**

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Primarily instruction	599	272	371		1,242
Instruction/research/public service	17		48		65
Primarily instruction + Instruction/research/public service	616	272	419	0	1,307
Primarily research	88	30	247		365
Primarily public service	23	3	399		425
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	727	305	1,065	0	2,097
Executive/administrative/managerial	46	2		658	706
Other professionals (support/service)	1			2,294	2,295
Technical and paraprofessionals				1,106	1,106
Clerical and secretarial				2,092	2,092
Skilled crafts				501	501
Service/Maintenance				1,189	1,189
Total full time (non medical)	774	307	1,065	7,840	9,986
Total from prior year	785	319	1,046	7,648	9,798

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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, 2008

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Primarily instruction	90	53	258		401
Instruction/research/public service	3	1	373		377
Primarily instruction + Instruction/research/public service	93	54	631	0	778
Primarily research	15	7	67		89
Primarily public service	2		17		19
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	110	61	715	0	886
Executive/administrative/managerial	1			77	78
Other professionals (support/service)				347	347
Technical and paraprofessionals				102	102
Clerical and secretarial				465	465
Skilled crafts					0
Service/Maintenance				4	4
Total full time (medical school)	111	61	715	995	1,882
Total from prior year	109	60	714	994	1,877

If employees in other health-related disciplines are grouped with your medical school employees, please list the other health-related disciplines here.

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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, 2008

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total	<u>Graduate assistants</u>
	<u>Tenured</u>	<u>On tenure track</u>	<u>Not on tenure track/ no tenure system</u>	<u>Without faculty status</u>		
<u>Primarily instruction</u>	9	4	368		381	1,380
<u>Instruction/research/public service</u>			573		573	229
<u>Primarily instruction + Instruction/research/public service</u>	9	4	941	0	954	1,609
<u>Primarily research</u>		1	76		77	474
<u>Primarily public service</u>	1		56		57	87
<u>Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service</u>	10	5	1,073	0	1,088	2,170
<u>Executive/administrative/managerial</u>				35	35	
<u>Other professionals (support/service)</u>				1,246	1,246	
<u>Technical and paraprofessionals</u>				616	616	
<u>Clerical and secretarial</u>				498	498	
<u>Skilled crafts</u>				21	21	
<u>Service/Maintenance</u>				901	901	
Total part time (non medical)	10	5	1,073	3,317	4,405	2,170
Total from prior year	4	3	972	3,276	4,255	2,083

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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, 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		
Primarily instruction	13	9	132		154	73
Instruction/research/public service/clinical			18		18	6
Primarily instruction + Instruction/research/public service/clinical	13	9	150	0	172	79
Primarily research		2	15		17	33
Primarily public service	1		11		12	2
Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service	14	11	176	0	201	114
Executive/administrative/managerial				4	4	
Other professionals (support/service)				72	72	
Technical and paraprofessionals				37	37	
Clerical and secretarial				53	53	
Skilled crafts					0	
Service/Maintenance				3	3	
Total part time (medical school)	14	11	176	169	370	114
Total from prior year	17	7	164	196	384	102

If employees in other health-related disciplines are grouped with your medical school employees, please list the other health-related disciplines here.

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Part C - Employees by Assigned Position - Total number of staff**Total number of staff by employment status and primary function/occupational activity****As of November 1, 2008**

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Graduate assistants	Total including Graduate assistants
<u>Primarily instruction</u>	1,643	1,622	535	768	1,453	3,631
<u>Instruction/research/public service</u>	442	439	591	215	235	1,268
Primarily instruction + Instruction/research/public service	2,085	2,061	1,126	983	1,688	4,899
<u>Primarily research</u>	454	497	94	117	507	1,055
<u>Primarily public service</u>	444	425	69	66	89	602
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	2,983	2,983	1,289	1,166	2,284	6,556
<u>Executive/administrative/managerial</u>	784	751	39	40	0	823
<u>Other professionals (support/service)</u>	2,642	2,538	1,318	1,204	0	3,960
<u>Technical and paraprofessionals</u>	1,208	1,190	653	672	0	1,861
<u>Clerical and secretarial</u>	2,557	2,570	551	590	0	3,108
<u>Skilled crafts</u>	501	495	21	21	0	522
<u>Service/Maintenance</u>	1,193	1,148	904	946	0	2,097
Grand total	11,868	11,675	4,775	4,639	2,284	18,927

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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, 2008**

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	1	197	70	268
Associate professors		172	60	232
Assistant professors	1	151	39	191
Instructors		14	18	32
Lecturers			26	26
No academic rank	2	12	12	26
Total men	4	546	225	775
Women				
Professors	1	62	18	81
Associate professors		112	32	144
Assistant professors	1	140	53	194
Instructors	3	22	39	64
Lecturers		3	28	31
No academic rank	3	3	12	18
Total women	8	342	182	532
Total (men + women)	12	888	407	1,307
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				1,307
Total from prior year (Salaries section)	13	896	396	1,305

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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, 2008

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	193		4		197
Associate Professors	145	16	11		172
Assistant Professors		115	36		151
Instructors			14		14
Lecturers					
No academic rank			12		12
Total men	338	131	77	0	546
Total men prior year	340	148	76	0	564
Women					
Professors	58		4		62
Associate Professors	85	6	21		112
Assistant Professors	1	99	40		140
Instructors	1		21		22
Lecturers			3		3
No academic rank			3		3
Total women	145	105	92	0	342
Total women prior year	147	103	82	0	332
Total (men + women)	483	236	169	0	888

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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, 2008

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	66		4		70
Associate Professors	37		23		60
Assistant Professors		15	24		39
Instructors			18		18
Lecturers			26		26
No academic rank			12		12
Total men	103	15	107	0	225
Total men prior year	106	19	102	0	227
Women					
Professors	17		1		18
Associate Professors	13	1	18		32
Assistant Professors		20	33		53
Instructors			39		39
Lecturers			28		28
No academic rank			12		12
Total women	30	21	131	0	182
Total women prior year	29	18	122	0	169
Total (men + women)	133	36	238	0	407

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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**

Gender and academic rank	As of November 1, 2008			
	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	197	22,549,173	114,463	104,573
Associate professors	172	13,685,783	79,569	73,417
Assistant professors	151	9,515,830	63,019	60,163
Instructors	14	606,190	43,299	42,035
Lecturers				
No academic rank	12	581,179	48,432	47,100
Total men	546	46,938,155		
Women				
Professors	62	6,115,105	98,631	94,391
Associate professors	112	8,047,880	71,856	67,342
Assistant professors	140	8,324,916	59,464	56,394
Instructors	22	964,284	43,831	42,403
Lecturers	3	89,125	⚠ 29,708	51,048
No academic rank	3	116,615	38,872	37,876
Total women	342	23,657,925		
Total (men + women)	888	70,596,080		

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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**

Gender and academic rank	As of November 1, 2008			
	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	70	9,988,494	142,693	131,098
Associate professors	60	5,365,560	89,426	87,533
Assistant professors	39	3,082,034	79,027	71,489
Instructors	18	877,277	48,738	48,322
Lecturers	26	1,089,557	41,906	39,105
No academic rank	12	486,580	40,548	38,034
Total men	225	20,889,502		
Women				
Professors	18	2,228,605	123,811	119,092
Associate professors	32	2,627,997	82,125	82,654
Assistant professors	53	3,769,026	71,114	67,725
Instructors	39	1,911,552	49,014	44,874
Lecturers	28	1,000,214	35,722	30,239
No academic rank	12	418,100	34,842	35,745
Total women	182	11,955,494		
Total (men + women)	407	32,844,996		

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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>	<input type="text"/>	<input type="text"/>		
Retirement plans (other than Social Security) - Vested after 5-years	881	6,091,800	6,915	7,532
Medical/dental plans	863	4,962,826	5,751	5,693
Group life insurance	887	64,769	73	70
<u>Other insurance benefits (cafeteria plan, etc.)</u>	<input type="text"/>	<input type="text"/>		
Guaranteed disability income protection	883	194,685	220	203
Tuition plan (dependents only)				
Unrestricted	<input type="text"/>	<input type="text"/>		
<u>Restricted</u>	<input type="text"/>	<input type="text"/>		
Housing plan				
Unrestricted	<input type="text"/>	<input type="text"/>		
<u>Restricted</u>	<input type="text"/>	<input type="text"/>		
Social Security taxes	888	5,027,514	5,662	5,375
Unemployment compensation taxes	888	57,720	65	61
Worker's compensation taxes	888	480,053	541	504
Other benefits in kind with cash options	<input type="text"/>	<input type="text"/>		
Total expenditures		16,879,367		

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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"/>		
Retirement plans (other than Social Security) - Vested after 5-years	407	2,568,207	6,310	6,968
Medical/dental plans	393	2,308,307	5,874	5,848
Group life insurance	406	30,164	74	73
<u>Other insurance benefits (cafeteria plan, etc.)</u>	<input type="text"/>	<input type="text"/>		
Guaranteed disability income protection	404	90,346	224	212
Tuition plan (dependents only)				
Unrestricted	<input type="text"/>	<input type="text"/>		
<u>Restricted</u>	<input type="text"/>	<input type="text"/>		
Housing plan				
Unrestricted	<input type="text"/>	<input type="text"/>		
<u>Restricted</u>	<input type="text"/>	<input type="text"/>		
Social Security taxes	407	2,238,255	5,499	5,285
Unemployment compensation taxes	406	27,608	68	63
Worker's compensation taxes	406	222,773	549	515
Other benefits in kind with cash options	<input type="text"/>	<input type="text"/>		
Total expenditures		7,485,660		

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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, 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	0	0	0			0
Black, non-Hispanic	6	6	0	0			12
American Indian/Alaska Native	0	0	0	0			0
Asian/Pacific Islander	51	34	0	0			85
Hispanic	5	7	0	0			12
White, non-Hispanic	322	197	0	0			519
Race and ethnicity unknown	1	0	0	0			1
Total men	385	244	0	0	0	0	629
Women							
Nonresident alien	0	0	0	0			0
Black, non-Hispanic	5	8	0	0			13
American Indian/Alaska Native	0	0	0	0			0
Asian/Pacific Islander	7	4	0	0			11
Hispanic	2	3	0	0			5
White, non-Hispanic	82	95	1	1			179
Race and ethnicity unknown	0	0	0	0			0
Total women	96	110	1	1	0	0	208
Total (men+women)	481	354	1	1	0	0	837
Total from EAP							837

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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							
Nonresident alien	0	1	31		0		32
Black, non-Hispanic	0	1	6		0		7
American Indian/Alaska Native	0	0	1		0		1
Asian/Pacific Islander	1	2	29		0		32
Hispanic	0	0	9		0		9
White, non-Hispanic	1	24	112		1		138
Race and ethnicity unknown	0	0	1		0		1
Total men	2	28	189	0	1	0	220
Women							
Nonresident alien	0	0	16		0		16
Black, non-Hispanic	0	0	2		0		2
American Indian/Alaska Native	0	0	0		0		0
Asian/Pacific Islander	0	0	13		0		13
Hispanic	0	0	5		0		5
White, non-Hispanic	0	9	99		0		108
Race and ethnicity unknown	0	0	2		0		2
Total women	0	9	137	0	0	0	146
Total (men+women)	2	37	326	0	1	0	366
Total from EAP							366

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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							
<u>Nonresident alien</u>	0	2	23	4	70	114	213
<u>Black, non-Hispanic</u>	1	1	3	1	8	2	16
<u>American Indian/Alaska Native</u>	0	1	1	0	0	0	2
<u>Asian/Pacific Islander</u>	3	6	20	3	30	9	71
<u>Hispanic</u>	2	1	1	0	2	3	9
<u>White, non-Hispanic</u>	21	73	147	39	303	88	671
<u>Race and ethnicity unknown</u>	1	0	1	1	20	3	26
Total men	28	84	196	48	433	219	1,008
Women							
<u>Nonresident alien</u>	1	0	7	1	33	48	90
<u>Black, non-Hispanic</u>	0	2	3	0	17	3	25
<u>American Indian/Alaska Native</u>	0	0	1	1	1	0	3
<u>Asian/Pacific Islander</u>	0	4	19	2	21	12	58
<u>Hispanic</u>	0	3	1	2	5	2	13
<u>White, non-Hispanic</u>	6	53	122	74	242	75	572
<u>Race and ethnicity unknown</u>	0	0	0	0	10	1	11
Total women	7	62	153	80	329	141	772
Total (men+women)	35	146	349	128	762	360	1,780
Total from EAP							1,780

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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, 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>	<input type="text"/>
<u>White, non-Hispanic</u>	<input type="text"/>
<u>Race and ethnicity unknown</u>	<input type="text"/>
Total women	0
Total (men+women)	0
Total from EAP	0

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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>	245	106	351
<u>Black, non-Hispanic</u>	35	40	75
<u>American Indian/Alaska Native</u>	3	3	6
<u>Asian/Pacific Islander</u>	188	82	270
<u>Hispanic</u>	30	23	53
<u>White, non-Hispanic</u>	1,328	859	2,187
<u>Race and ethnicity unknown</u>	28	13	41
Total (must equal Part H (next part))	1,857	1,126	2,983

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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, 2008**

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
<u>Nonresident Alien</u>	2	37	206	245	245
<u>Black, non-Hispanic</u>	0	16	19	35	35
<u>American Indian/Alaska Native</u>	0	2	1	3	3
<u>Asian/Pacific Islander</u>	0	77	111	188	188
<u>Hispanic</u>	0	13	17	30	30
<u>White, non-Hispanic</u>	3	440	885	1,328	1,328
<u>Race/ethnicity unknown</u>	1	4	23	28	28
Total men	6	589	1,262	1,857	1,857
Women					
<u>Nonresident Alien</u>	0	14	92	106	106
<u>Black, non-Hispanic</u>	0	15	25	40	40
<u>American Indian/Alaska Native</u>	0	0	3	3	3
<u>Asian/Pacific Islander</u>	0	26	56	82	82
<u>Hispanic</u>	2	11	10	23	23
<u>White, non-Hispanic</u>	7	281	571	859	859
<u>Race/ethnicity unknown</u>	0	2	11	13	13
Total women	9	349	768	1,126	1,126
Total (men+women)	15	938	2,030	2,983	2,983
Total from EAP				2,983	
Total (men+women) from Fall 2007	19	949	2,015		

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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, 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 from Part H (Headcount screen)
Men								
Nonresident Alien	0	2	11	9	11	4	0	37
Black, non-Hispanic	0	0	0	5	2	6	3	16
American Indian/Alaska Native	0	0	0	1	0	1	0	2
Asian/Pacific Islander	0	0	1	7	18	21	30	77
Hispanic	0	0	0	4	5	2	2	13
White, non-Hispanic	1	17	33	67	96	101	125	440
Race/ethnicity unknown	0	0	2	0	1	0	1	4
Total men	1	19	47	93	133	135	161	589
Women								
Nonresident alien	0	1	3	4	3	1	2	14
Black, non-Hispanic	0	1	0	5	6	2	1	15
American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	1	0	2	6	7	5	5	26
Hispanic	0	0	0	6	2	2	1	11
White, non-Hispanic	2	16	30	104	59	37	33	281
Race/ethnicity unknown	0	0	0	1	1	0	0	2
Total women	3	18	35	126	78	47	42	349
Total (men+women)	4	37	82	219	211	182	203	938

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User ID: 29C0011

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, 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 from Part H (Headcount screen)
Men								
Nonresident alien	9	72	62	41	5	6	11	206
Black, non-Hispanic	0	0	6	3	4	1	5	19
American Indian/Alaska Native	0	0	0	0	0	0	1	1
Asian/Pacific Islander	1	6	21	21	7	10	45	111
Hispanic	1	0	1	3	0	5	7	17
White, non-Hispanic	16	36	182	173	78	95	305	885
Race and ethnicity unknown	0	0	2	20	0	0	1	23
Total men	27	114	274	261	94	117	375	1,262
Women								
Nonresident alien	3	45	27	9	2	5	1	92
Black, non-Hispanic	1	2	11	6	1	1	3	25
American Indian/Alaska Native	0	1	0	0	1	0	1	3
Asian/Pacific Islander	0	7	17	12	3	5	12	56
Hispanic	1	3	1	4	1	0	0	10
White, non-Hispanic	20	63	161	134	58	46	89	571
Race and ethnicity unknown	0	0	0	11	0	0	0	11
Total women	25	121	217	176	66	57	106	768
Total (men+women)	52	235	491	437	160	174	481	2,030

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User ID: 29C0011

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, 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	1	1	0	0	0	0	0	2
Black, non-Hispanic	0	0	2	2	1	3	7	15
American Indian/Alaska Native	0	0	0	1	0	1	2	4
Asian/Pacific Islander	0	0	2	1	2	1	3	9
Hispanic	0	0	0	0	1	0	1	2
White, non-Hispanic	3	16	27	59	66	77	126	374
Race and ethnicity unknown	0	0	0	1	0	0	1	2
Total men	4	17	31	64	70	82	140	408
Women								
Nonresident alien	1	0	0	0	0	0	0	1
Black, non-Hispanic	0	1	1	4	2	1	1	10
American Indian/Alaska Native	0	0	0	0	1	0	0	1
Asian/Pacific Islander	1	0	1	1	0	0	0	3
Hispanic	0	2	0	1	0	0	0	3
White, non-Hispanic	3	15	26	125	69	62	56	356
Race and ethnicity unknown	0	0	0	0	0	1	1	2
Total women	5	18	28	131	72	64	58	376
Total (men+women)	9	35	59	195	142	146	198	784
Total from EAP								784

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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	2	3	5	3	1	0	1	15
Black, non-Hispanic	4	8	22	4	1	1	5	45
American Indian/Alaska Native	0	2	2	1	0	0	1	6
Asian/Pacific Islander	0	4	7	9	3	2	4	29
Hispanic	0	4	1	6	1	0	0	12
White, non-Hispanic	59	143	217	222	114	30	46	831
Race and ethnicity unknown	1	1	1	1	1	0	2	7
Total men	66	165	255	246	121	33	59	945
Women								
Nonresident alien	1	8	4	1	0	0	0	14
Black, non-Hispanic	4	11	8	9	5	1	1	39
American Indian/Alaska Native	0	2	2	3	0	0	0	7
Asian/Pacific Islander	4	15	16	18	1	5	0	59
Hispanic	0	7	1	6	1	1	1	17
White, non-Hispanic	97	309	407	470	192	51	30	1,556
Race and ethnicity unknown	0	2	0	2	1	0	0	5
Total women	106	354	438	509	200	58	32	1,697
Total (men+women)	172	519	693	755	321	91	91	2,642
Total from EAP								2,642

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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	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	1	2	0	0	0	3
<u>Black, non-Hispanic</u>	0	7	4	5	3	19
<u>American Indian/Alaska Native</u>	0	1	0	1	1	3
<u>Asian/Pacific Islander</u>	0	7	6	2	2	17
<u>Hispanic</u>	0	1	0	1	2	4
<u>White, non-Hispanic</u>	4	128	146	105	77	460
<u>Race and ethnicity unknown</u>	0	2	0	1	1	4
Total men	5	148	156	115	86	510
Women						
<u>Nonresident alien</u>	1	3	1	0	1	6
<u>Black, non-Hispanic</u>	0	22	21	6	1	50
<u>American Indian/Alaska Native</u>	0	2	0	0	0	2
<u>Asian/Pacific Islander</u>	0	14	3	3	2	22
<u>Hispanic</u>	0	4	3	0	0	7
<u>White, non-Hispanic</u>	2	217	227	90	67	603
<u>Race and ethnicity unknown</u>	0	2	4	1	1	8
Total women	3	264	259	100	72	698
Total (men+women)	8	412	415	215	158	1,208
Total from EAP						1,208

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User ID: 29C0011

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, 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	1	0	0	1
<u>Black, non-Hispanic</u>	11	14	2	0	0	27
<u>American Indian/Alaska Native</u>	0	0	0	0	0	0
<u>Asian/Pacific Islander</u>	0	4	2	1	0	7
<u>Hispanic</u>	0	3	0	0	0	3
<u>White, non-Hispanic</u>	35	128	55	13	2	233
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0
Total men	46	149	60	14	2	271
Women						
<u>Nonresident alien</u>	1	1	0	0	0	2
<u>Black, non-Hispanic</u>	22	130	38	4	1	195
<u>American Indian/Alaska Native</u>	2	12	3	0	0	17
<u>Asian/Pacific Islander</u>	1	21	7	1	0	30
<u>Hispanic</u>	2	19	10	0	1	32
<u>White, non-Hispanic</u>	68	1,124	638	149	23	2,002
<u>Race and ethnicity unknown</u>	0	6	1	1	0	8
Total women	96	1,313	697	155	25	2,286
Total (men+women)	142	1,462	757	169	27	2,557
Total from EAP						2,557

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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						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	1	0	15	8	2	26
<u>American Indian/Alaska Native</u>	0	0	2	3	0	5
<u>Asian/Pacific Islander</u>	0	0	0	0	0	0
<u>Hispanic</u>	0	0	1	1	0	2
<u>White, non-Hispanic</u>	0	10	133	251	49	443
<u>Race and ethnicity unknown</u>	0	0	3	2	1	6
Total men	1	10	154	265	52	482
Women						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	0	1	0	1
<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>	0	0	0	0	0	0
<u>White, non-Hispanic</u>	0	3	11	4	0	18
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0
Total women	0	3	11	5	0	19
Total (men+women)	1	13	165	270	52	501
Total from EAP						501

Institution: University of Missouri-Columbia (178396)

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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>	2	0	0	0	0	2
<u>Black, non-Hispanic</u>	19	122	11	2	0	154
<u>American Indian/Alaska Native</u>	2	8	1	0	0	11
<u>Asian/Pacific Islander</u>	2	3	1	0	0	6
<u>Hispanic</u>	6	7	1	0	0	14
<u>White, non-Hispanic</u>	66	315	81	12	3	477
<u>Race and ethnicity unknown</u>	2	8	0	0	0	10
Total men	99	463	95	14	3	674
Women						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	20	95	10	0	0	125
<u>American Indian/Alaska Native</u>	2	4	0	1	0	7
<u>Asian/Pacific Islander</u>	0	8	0	0	0	8
<u>Hispanic</u>	3	29	1	0	0	33
<u>White, non-Hispanic</u>	67	237	27	6	1	338
<u>Race and ethnicity unknown</u>	2	5	1	0	0	8
Total women	94	378	39	7	1	519
Total (men+women)	193	841	134	21	4	1,193
Total from EAP						1,193

Institution: University of Missouri-Columbia (178396)

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**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	<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>	2	15	3	1	0	2	23
<u>Black, non-Hispanic</u>	15	45	19	27	26	154	286
<u>American Indian/Alaska Native</u>	4	6	3	0	5	11	29
<u>Asian/Pacific Islander</u>	9	29	17	7	0	6	68
<u>Hispanic</u>	2	12	4	3	2	14	37
<u>White, non-Hispanic</u>	374	831	460	233	443	477	2,818
<u>Race and ethnicity unknown</u>	2	7	4	0	6	10	29
Total men	408	945	510	271	482	674	3,290
Women							
<u>Nonresident alien</u>	1	14	6	2	0	0	23
<u>Black, non-Hispanic</u>	10	39	50	195	1	125	420
<u>American Indian/Alaska Native</u>	1	7	2	17	0	7	34
<u>Asian/Pacific Islander</u>	3	59	22	30	0	8	122
<u>Hispanic</u>	3	17	7	32	0	33	92
<u>White, non-Hispanic</u>	356	1,556	603	2,002	18	338	4,873
<u>Race and ethnicity unknown</u>	2	5	8	8	0	8	31
Total women	376	1,697	698	2,286	19	519	5,595
Total (men+women)	784	2,642	1,208	2,557	501	1,193	8,885
Total from EAP	784	2,642	1,208	2,557	501	1,193	

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

Part J - Fall Staff - Part-time professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity**

Gender and race/ethnicity	As of November 1, 2008		
	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
Men			
<u>Nonresident alien</u>	28	0	4
<u>Black, non-Hispanic</u>	10	0	6
<u>American Indian/Alaska Native</u>	2	0	1
<u>Asian/Pacific Islander</u>	19	0	8
<u>Hispanic</u>	9	0	2
<u>White, non-Hispanic</u>	631	15	250
<u>Race and ethnicity unknown</u>	8	0	1
Total men	707	15	272
Women			
<u>Nonresident alien</u>	11	0	7
<u>Black, non-Hispanic</u>	16	0	24
<u>American Indian/ Alaska Native</u>	2	0	6
<u>Asian/Pacific Islander</u>	13	0	19
<u>Hispanic</u>	13	0	12
<u>White, non-Hispanic</u>	524	24	964
<u>Race and ethnicity unknown</u>	3	0	14
Total women	582	24	1,046
Total (men+women)	1,289	39	1,318
Total from EAP	1,289	39	1,318

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

Part J - Fall Staff - Part-time non-professional staff**Number of part-time staff by primary function/occupational activity, gender, and race/ethnicity**

Gender and race/ethnicity	As of November 1, 2008			
	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance
Men				
<u>Nonresident alien</u>	1	1	0	7
<u>Black, non-Hispanic</u>	8	7	0	56
<u>American Indian/Alaska Native</u>	0	0	0	5
<u>Asian/Pacific Islander</u>	4	1	0	4
<u>Hispanic</u>	3	1	0	11
<u>White, non-Hispanic</u>	221	77	21	355
<u>Race and ethnicity unknown</u>	2	2	0	9
Total men	239	89	21	447
Women				
<u>Nonresident alien</u>	4	0	0	5
<u>Black, non-Hispanic</u>	28	37	0	81
<u>American Indian/Alaska Native</u>	5	7	0	1
<u>Asian/Pacific Islander</u>	12	12	0	10
<u>Hispanic</u>	6	3	0	5
<u>White, non-Hispanic</u>	356	399	0	351
<u>Race and ethnicity unknown</u>	3	4	0	4
Total women	414	462	0	457
Total (men+women)	653	551	21	904
Total from EAP	653	551	21	904

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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	<u>Graduate assistants</u>	Part-time total
Men			
<u>Nonresident alien</u>	41	410	451
<u>Black, non-Hispanic</u>	87	26	113
<u>American Indian/Alaska Native</u>	8	4	12
<u>Asian/Pacific Islander</u>	36	21	57
<u>Hispanic</u>	26	15	41
<u>White, non-Hispanic</u>	1,570	705	2,275
<u>Race and ethnicity unknown</u>	22	9	31
Total men	1,790	1,190	2,980
Women			
<u>Nonresident alien</u>	27	324	351
<u>Black, non-Hispanic</u>	186	42	228
<u>American Indian/ Alaska Native</u>	21	4	25
<u>Asian/Pacific Islander</u>	66	33	99
<u>Hispanic</u>	39	35	74
<u>White, non-Hispanic</u>	2,618	651	3,269
<u>Race and ethnicity unknown</u>	28	5	33
Total women	2,985	1,094	4,079
Total (men+women)	4,775	2,284	7,059
Total from EAP		2,284	

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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>		268	129	451	351	719	480
<u>Black, non-Hispanic</u>		321	460	113	228	434	688
<u>American Indian/Alaska Native</u>		32	37	12	25	44	62
<u>Asian/Pacific Islander</u>		256	204	57	99	313	303
<u>Hispanic</u>		67	115	41	74	108	189
<u>White, non-Hispanic</u>		4,146	5,732	2,275	3,269	6,421	9,001
<u>Race and ethnicity unknown</u>		57	44	31	33	88	77
Grand total		5,147	6,721	2,980	4,079	8,127	10,800

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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	0	4	38		42
Black, non-Hispanic	0	0	4		4
American Indian/Alaska Native	0	1	1		2
Asian/Pacific Islander	0	0	11		11
Hispanic	1	0	0		1
White, non-Hispanic	2	9	76		87
Race and ethnicity unknown	0	0	2		2
Total men	3	14	132	0	149
Women					
Nonresident alien	0	2	18		20
Black, non-Hispanic	0	0	2		2
American Indian/Alaska Native	0	0	0		0
Asian/Pacific Islander	0	0	12		12
Hispanic	0	1	0		1
White, non-Hispanic	0	11	49		60
Race and ethnicity unknown	0	0	0		0
Total women	0	14	81	0	95
Total (men+women)	3	28	213	0	244

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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)**

Gender and race/ethnicity	Executive/ administrative/ managerial	Other professionals (support/service)	Technical and paraprofessionals	Clerical and secretarial	Skilled crafts	Service/ Maintenance	Total
Men							
Nonresident alien	1	0	1	0	0	0	2
Black, non-Hispanic	0	4	0	2	0	5	11
American Indian/Alaska Native	0	0	0	0	0	1	1
Asian/Pacific Islander	1	0	0	0	0	0	1
Hispanic	0	0	0	0	0	0	0
White, non-Hispanic	11	26	24	13	4	19	97
Race and ethnicity unknown	1	0	0	0	0	0	1
Total men	14	30	25	15	4	25	113
Women							
Nonresident alien	1	1	0	0	0	0	2
Black, non-Hispanic	0	1	2	8	0	6	17
American Indian/Alaska Native	0	0	0	1	0	1	2
Asian/Pacific Islander	1	2	0	2	0	1	6
Hispanic	0	0	0	1	0	0	1
White, non-Hispanic	8	53	37	95	0	13	206
Race and ethnicity unknown	0	0	0	0	0	0	0
Total women	10	57	39	107	0	21	234
Total (men+women)	24	87	64	122	4	46	347

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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

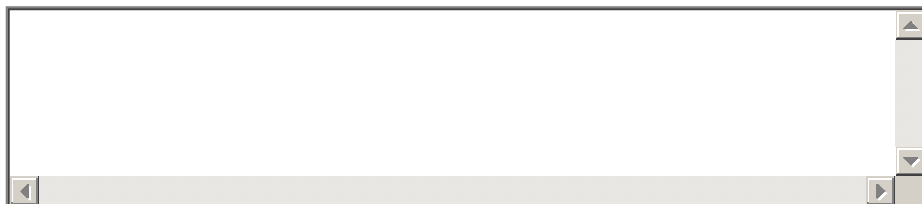
	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	44	22	66
<u>Black, non-Hispanic</u>	15	19	34
<u>American Indian/Alaska Native</u>	3	2	5
<u>Asian/Pacific Islander</u>	12	18	30
<u>Hispanic</u>	1	2	3
<u>White, non-Hispanic</u>	184	266	450
<u>Race and ethnicity unknown</u>	3	0	3
Grand total	262	329	591

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

Human Resources Survey Evaluation

Were any staff members difficult to categorize? If so, please explain in the box below.



Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

Explanation Report					
Number	Source	Location	Description	Severity	Accepted
Global Edits					
1		Perform Edits	The average salary for one of the academic ranks in 9/10 month contracts 29708, is not within the expected range between 40839 and 61257. Please fix or explain.	Explanation	Yes
Reason:	Small number counts for current and prior year are affecting average salaries.				
Global Edits					
2		Perform Edits	The total number of employees in EAP for part-time primarily instruction entered, 535, has an expected range of between 538 and 998. Please explain this difference.	Explanation	Yes
Reason:	Due to policy change, fire & rescue faculty were reclassified from primarily instruction to instruction/research/public service.				
3		Perform Edits	The total number of employees in EAP for part-time instruction/research/public service entered, 591, has an expected range of between 151 and 279. Please explain this difference.	Explanation	Yes
Reason:	Due to policy change, fire & rescue faculty were reclassified from primarily instruction to instruction/research/public service.				

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