

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.

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?

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2007 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, 2007? (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

CAVEATS

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Part A - Employees by Assigned Position - Full-time staff, non-medical schoolNumber of full-time staff (non medical) by faculty status and primary function/occupational activity

As of November 1, 2007

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>	604	285	353		1,242
<u>Instruction/research/public service</u>	18	3	42		63
Primarily instruction + Instruction/research/public service	622	288	395	0	1,305
<u>Primarily research</u>	92	24	274		390
<u>Primarily public service</u>	24	6	377		407
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	738	318	1,046	0	2,102
<u>Executive/administrative/managerial</u>	46	1		626	673
<u>Other professionals (support/service)</u>	1			2,202	2,203
<u>Technical and paraprofessionals</u>				1,079	1,079
<u>Clerical and secretarial</u>				2,102	2,102
<u>Skilled crafts</u>				495	495
<u>Service/Maintenance</u>				1,144	1,144
Total full time (non medical)	785	319	1,046	7,648	9,798
Total from prior year	783	309	1,046	7,680	9,818

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				Total
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
<u>Primarily instruction</u>	81	51	248		380
<u>Instruction/research/public service</u>	7	1	368		376
Primarily instruction + Instruction/research/public service	88	52	616	0	756
<u>Primarily research</u>	18	8	81		107
<u>Primarily public service</u>	1		17		18
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	107	60	714	0	881
<u>Executive/administrative/managerial</u>	2			76	78
<u>Other professionals (support/service)</u>				335	335
<u>Technical and paraprofessionals</u>				111	111
<u>Clerical and secretarial</u>				468	468
<u>Skilled crafts</u>					0
<u>Service/Maintenance</u>				4	4
Total full time (medical school)	109	60	714	994	1,877
Total from prior year	107	51	662	906	1,726

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 schoolNumber of part-time staff (non medical) by faculty status and primary function/occupational activity

As of November 1, 2007

Primary function/ occupational activity (mutually exclusive categories)	Faculty status				Total	Graduate assistants
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status		
Primarily instruction	2	2	622		626	1,337
Instruction/research/public service			197		197	190
Primarily instruction + Instruction/research/public service	2	2	819	0	823	1,527
Primarily research		1	98		99	494
Primarily public service	1		55		56	62
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	3	3	972	0	978	2,083
Executive/administrative/managerial	1			33	34	
Other professionals (support/service)				1,134	1,134	
Technical and paraprofessionals				633	633	
Clerical and secretarial				516	516	
Skilled crafts				21	21	
Service/Maintenance				939	939	
Total part time (non medical)	4	3	972	3,276	4,255	2,083
Total from prior year	3	2	931	3,376	4,312	2,087

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

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	15	5	122		142	45
Instruction/research/public service/clinical			18		18	13
Primarily instruction + Instruction/research/public service/clinical	15	5	140	0	160	58
Primarily research		2	16		18	41
Primarily public service	2		8		10	3
Primarily instruction + Instruction/research/public service/clinical + Primarily research + Primarily public service	17	7	164	0	188	102
Executive/administrative/managerial				6	6	
Other professionals (support/service)				70	70	
Technical and paraprofessionals				39	39	
Clerical and secretarial				74	74	
Skilled crafts					0	
Service/Maintenance				7	7	
Total part time (medical school)	17	7	164	196	384	102
Total from prior year	14	5	161	197	377	95

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****(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	1,568	768	694	2,390
<u>Instruction/research/public service</u>	439	426	215	224	654
Primarily instruction + Instruction/research/public service	2,061	1,994	983	918	3,044
<u>Primarily research</u>	497	494	117	134	614
<u>Primarily public service</u>	425	419	66	62	491
Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service	2,983	2,907	1,166	1,114	4,149
<u>Executive/administrative/managerial</u>	751	739	40	42	791
<u>Other professionals (support/service)</u>	2,538	2,507	1,204	1,195	3,742
<u>Technical and paraprofessionals</u>	1,190	1,177	672	683	1,862
<u>Clerical and secretarial</u>	2,570	2,556	590	609	3,160
<u>Skilled crafts</u>	495	504	21	26	516
<u>Service/Maintenance</u>	1,148	1,154	946	1,020	2,094
Grand total	11,675	11,544	4,639	4,689	16,314

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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, 2007

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	2	198	72	272
Associate professors		169	51	220
Assistant professors		172	46	218
Instructors	1	12	18	31
Lecturers			21	21
No academic rank	2	13	19	34
Total men	5	564	227	796
Women				
Professors		62	14	76
Associate professors		105	28	133
Assistant professors		139	50	189
Instructors	5	21	41	67
Lecturers	2	2	23	27
No academic rank	1	3	13	17
Total women	8	332	169	509
Total (men + women)	13	896	396	1,305
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				1,305
Total from prior year (Salaries section)	7	887	389	1,283

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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**

Gender and academic rank	As of November 1, 2007				Total from Part D (Headcount screen)
	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	192	1	5		198
Associate Professors	147	15	7		169
Assistant Professors	1	132	39		172
Instructors			12		12
Lecturers					
No academic rank			13		13
Total men	340	148	76	0	564
Total men prior year	347	144	74	0	565
Women					
Professors	58		4		62
Associate Professors	87	6	12		105
Assistant Professors	1	97	41		139
Instructors	1		20		21
Lecturers			2		2
No academic rank			3		3
Total women	147	103	82	0	332
Total women prior year	139	94	89	0	322
Total (men + women)	487	251	158	0	896

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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

Gender and academic rank	As of November 1, 2007				Total from Part D (Headcount screen)
	Faculty status				
	Tenured	On tenure track	Not on tenure track/ no tenure system	Without faculty status	
Men					
Professors	68	1	3		72
Associate Professors	38		13		51
Assistant Professors		18	28		46
Instructors			18		18
Lecturers			21		21
No academic rank			19		19
Total men	106	19	102	0	227
Total men prior year	109	20	101	0	230
Women					
Professors	14				14
Associate Professors	15		13		28
Assistant Professors		18	32		50
Instructors			41		41
Lecturers			23		23
No academic rank			13		13
Total women	29	18	122	0	169
Total women prior year	30	19	110	0	159
Total (men + women)	135	37	224	0	396

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Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays**Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank**

As of November 1, 2007				
Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	198	20,705,359	104,573	102,015
Associate professors	169	12,407,449	73,417	70,801
Assistant professors	172	10,348,105	60,163	59,632
Instructors	12	504,425	⚠ 42,035	34,404
Lecturers			⚠	71,481
No academic rank	13	612,301	47,100	48,767
Total men	564	44,577,639		
Women				
Professors	62	5,852,248	94,391	91,659
Associate professors	105	7,070,866	67,342	64,765
Assistant professors	139	7,838,749	56,394	53,597
Instructors	21	890,468	42,403	39,884
Lecturers	2	102,095	51,048	46,974
No academic rank	3	113,629	37,876	41,429
Total women	332	21,868,055		
Total (men + women)	896	66,445,694		

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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
Men				
Professors	72	9,439,055	131,098	129,928
Associate professors	51	4,464,173	87,533	84,970
Assistant professors	46	3,288,505	71,489	69,382
Instructors	18	869,803	48,322	47,284
Lecturers	21	821,205	39,105	41,332
No academic rank	19	722,653	38,034	36,059
Total men	227	19,605,394		
Women				
Professors	14	1,667,294	119,092	111,091
Associate professors	28	2,314,302	82,654	79,083
Assistant professors	50	3,386,274	67,725	65,936
Instructors	41	1,839,816	44,874	44,870
Lecturers	23	695,501	30,239	31,168
No academic rank	13	464,690	35,745	30,911
Total women	169	10,367,877		
Total (men + women)	396	29,973,271		

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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, 2007

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	<input type="text"/>	<input type="text"/>		
Retirement plans (other than Social Security) - Vested after 5-years	893	6,726,367	7,532	7,313
Medical/dental plans	871	4,958,383	5,693	5,630
Group life insurance	894	62,425	70	54
<u>Other insurance benefits (cafeteria plan, etc.)</u>	<input type="text"/>	<input type="text"/>		
Guaranteed disability income protection	894	181,755	⚠ 203	310
Tuition plan (dependents only)				
Unrestricted	<input type="text"/>	<input type="text"/>		
Restricted	<input type="text"/>	<input type="text"/>		
Housing plan				
Unrestricted	<input type="text"/>	<input type="text"/>		
Restricted	<input type="text"/>	<input type="text"/>		
Social Security taxes	896	4,816,090	5,375	5,198
Unemployment compensation taxes	896	54,656	61	59
Worker's compensation taxes	896	451,831	504	552
Other benefits in kind with cash options	<input type="text"/>	<input type="text"/>		
Total expenditures		17,251,507		

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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, 2007

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>	<input type="text"/>	<input type="text"/>		
Retirement plans (other than Social Security) - Vested after 5-years	395	2,752,478	6,968	7,105
Medical/dental plans	377	2,204,884	5,848	6,064
Group life insurance	394	28,578	73	59
<u>Other insurance benefits (cafeteria plan, etc.)</u>	<input type="text"/>	<input type="text"/>		
Guaranteed disability income protection	395	83,767	⚠ 212	335
Tuition plan (dependents only)				
Unrestricted	<input type="text"/>	<input type="text"/>		
Restricted	<input type="text"/>	<input type="text"/>		
Housing plan				
Unrestricted	<input type="text"/>	<input type="text"/>		
Restricted	<input type="text"/>	<input type="text"/>		
Social Security taxes	396	2,093,028	5,285	5,251
Unemployment compensation taxes	394	24,822	63	62
Worker's compensation taxes	394	202,922	515	581
Other benefits in kind with cash options	<input type="text"/>	<input type="text"/>		
Total expenditures		7,390,479		

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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, 2007

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident Alien</u>	1	0	0	0	0		1
<u>Black, non-Hispanic</u>	7	7	0	0	0		14
<u>American Indian/Alaska Native</u>	0	0	0	0	0		0
<u>Asian/Pacific Islander</u>	44	36	0	0	0		80
<u>Hispanic</u>	4	8	0	0	0		12
<u>White, non-Hispanic</u>	330	197	1	0	0		528
<u>Race/ethnicity unknown</u>	0	0	0	0	0		0
Total men	386	248	1	0	0	0	635
Women							
<u>Nonresident Alien</u>	0	0	0	0	0		0
<u>Black, non-Hispanic</u>	5	9	0	0	0		14
<u>American Indian/Alaska Native</u>	0	1	0	0	0		1
<u>Asian/Pacific Islander</u>	7	3	0	0	0		10
<u>Hispanic</u>	2	3	0	0	0		5
<u>White, non-Hispanic</u>	77	100	1	1	1		180
<u>Race/ethnicity unknown</u>	0	0	0	0	0		0
Total women	91	116	1	1	1	0	210
Total (men+women)	477	364	2	1	1	0	845
Total from EAP							845

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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, 2007

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident Alien</u>	<input type="text" value="0"/>	<input type="text" value="2"/>	<input type="text" value="36"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	38
<u>Black, non-Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="6"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	7
<u>American Indian/Alaska Native</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text" value="2"/>	<input type="text" value="2"/>	<input type="text" value="25"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	29
<u>Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text" value="8"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	9
<u>White, non-Hispanic</u>	<input type="text" value="1"/>	<input type="text" value="19"/>	<input type="text" value="134"/>	<input type="text" value="0"/>	<input type="text" value="1"/>	<input type="text"/>	155
<u>Race/ethnicity unknown</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
Total men	3	25	209	0	1	0	238
Women							
<u>Nonresident Alien</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="18"/>	<input type="text" value="1"/>	<input type="text" value="0"/>	<input type="text"/>	19
<u>Black, non-Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="4"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	4
<u>American Indian/Alaska Native</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
<u>Asian/Pacific Islander</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="12"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	12
<u>Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="3"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	3
<u>White, non-Hispanic</u>	<input type="text" value="0"/>	<input type="text" value="8"/>	<input type="text" value="94"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	102
<u>Race/ethnicity unknown</u>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text" value="0"/>	<input type="text"/>	0
Total women	0	8	131	1	0	0	140
Total (men+women)	3	33	340	1	1	0	378
Total from EAP							378

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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, 2007

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien	3	3	30	4	71	129	240
Black, non-Hispanic	0	1	4	1	10	2	18
American Indian/Alaska Native	0	0	1	0	2	0	3
Asian/Pacific Islander	3	4	18	2	28	14	69
Hispanic	2	1	2	0	10	2	17
White, non-Hispanic	19	60	157	38	300	79	653
Race/ethnicity unknown	0	0	0	0	8	0	8
Total men	27	69	212	45	429	226	1,008
Women							
Nonresident Alien	0	1	9	4	43	49	106
Black, non-Hispanic	0	1	2	2	16	3	24
American Indian/Alaska Native	0	0	0	1	2	0	3
Asian/Pacific Islander	0	4	22	3	20	12	61
Hispanic	0	3	1	2	6	4	16
White, non-Hispanic	5	39	114	77	238	68	541
Race/ethnicity unknown	0	0	0	0	1	0	1
Total women	5	48	148	89	326	136	752
Total (men+women)	32	117	360	134	755	362	1,760
Total from EAP							1,760

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Part G - Fall Staff - Full-time instruction/research/public service staff - Without faculty status

Number of full-time staff Without faculty status whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2007

Gender and race/ethnicity	Total
Men	
<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"/>
Total men	
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/ethnicity unknown</u>	<input type="text"/>
Total women	
Total (men+women)	
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, 2007**

	Total men	Total women	Total (men+women)
<u>Nonresident Alien</u>	279	125	404
<u>Black, non-Hispanic</u>	39	42	81
<u>American Indian/Alaska Native</u>	3	4	7
<u>Asian/Pacific Islander</u>	178	83	261
<u>Hispanic</u>	38	24	62
<u>White, non-Hispanic</u>	1,336	823	2,159
<u>Race/ethnicity unknown</u>	8	1	9
Total (must equal Part H (next part))	1,881	1,102	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, 2007**

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
<u>Nonresident Alien</u>	6	51	222	279	279
<u>Black, non-Hispanic</u>	0	20	19	39	39
<u>American Indian/Alaska Native</u>	0	0	3	3	3
<u>Asian/Pacific Islander</u>	0	72	106	178	178
<u>Hispanic</u>	0	15	23	38	38
<u>White, non-Hispanic</u>	4	447	885	1,336	1,336
<u>Race/ethnicity unknown</u>	0	0	8	8	8
Total men	10	605	1,266	1,881	1,881
Women					
<u>Nonresident Alien</u>	3	23	99	125	125
<u>Black, non-Hispanic</u>	0	16	26	42	42
<u>American Indian/Alaska Native</u>	0	1	3	4	4
<u>Asian/Pacific Islander</u>	0	23	60	83	83
<u>Hispanic</u>	2	8	14	24	24
<u>White, non-Hispanic</u>	4	273	546	823	823
<u>Race/ethnicity unknown</u>	0	0	1	1	1
Total women	9	344	749	1,102	1,102
Total (men+women)	19	949	2,015	2,983	2,983
Total from EAP				2,983	
Total (men+women) from Fall 2005	12	903	1,874		

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, 2007

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
Nonresident Alien	0	4	14	16	12	4	1	51
Black, non-Hispanic	0	1	1	5	6	5	2	20
American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	2	5	28	14	23	72
Hispanic	0	1	2	4	5	3	0	15
White, non-Hispanic	2	14	44	96	97	97	97	447
Race/ethnicity unknown	0	0	0	0	0	0	0	0
Total men	2	20	63	126	148	123	123	605
Women								
Nonresident alien	0	1	7	6	3	3	3	23
Black, non-Hispanic	0	0	0	10	3	1	2	16
American Indian/Alaska Native	0	0	0	1	0	0	0	1
Asian/Pacific Islander	1	0	4	9	1	4	4	23
Hispanic	0	0	0	5	2	1	0	8
White, non-Hispanic	2	17	45	106	44	34	25	273
Race/ethnicity unknown	0	0	0	0	0	0	0	0
Total women	3	18	56	137	53	43	34	344
Total (men+women)	5	38	119	263	201	166	157	949

Institution: University of Missouri-Columbia (178396)

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, 2007

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
Nonresident Alien	8	82	79	28	4	8	13	222
Black, non-Hispanic	0	0	9	4	2	0	4	19
American Indian/Alaska Native	0	0	2	0	0	0	1	3
Asian/Pacific Islander	0	5	31	14	5	8	43	106
Hispanic	1	0	8	2	2	4	6	23
White, non-Hispanic	17	38	204	153	88	101	284	885
Race/ethnicity unknown	0	0	7	1	0	0	0	8
Total men	26	125	340	202	101	121	351	1,266
Women								
Nonresident Alien	8	46	31	7	1	4	2	99
Black, non-Hispanic	1	2	13	5	1	2	2	26
American Indian/Alaska Native	0	0	1	2	0	0	0	3
Asian/Pacific Islander	1	6	27	5	3	5	13	60
Hispanic	0	3	5	5	0	1	0	14
White, non-Hispanic	28	63	167	122	55	35	76	546
Race/ethnicity unknown	0	0	1	0	0	0	0	1
Total women	38	120	245	146	60	47	93	749
Total (men+women)	64	245	585	348	161	168	444	2,015

Institution: University of Missouri-Columbia (178396)

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, 2007

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien	0	1	0	0	0	0	0	1
Black, non-Hispanic	1	0	2	2	0	5	6	16
<u>American Indian/Alaska Native</u>	0	0	1	0	1	1	1	4
Asian/Pacific Islander	0	0	2	1	3	0	3	9
Hispanic	0	0	0	0	0	0	0	0
White, non-Hispanic	6	17	28	71	69	65	120	376
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0	1	1
Total men	7	18	33	74	73	71	131	407
Women								
Nonresident Alien	0	0	0	0	0	0	0	0
Black, non-Hispanic	2	1	3	3	1	1	1	12
<u>American Indian/Alaska Native</u>	0	0	0	1	1	0	0	2
Asian/Pacific Islander	0	0	1	1	0	0	0	2
Hispanic	0	2	0	0	0	1	0	3
White, non-Hispanic	8	16	29	107	66	51	48	325
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0	0	0
Total women	10	19	33	112	68	53	49	344
Total (men+women)	17	37	66	186	141	124	180	751
Total from EAP								751

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, 2007

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident alien	1	7	5	4	1	0	1	19
Black, non-Hispanic	0	13	18	2	1	2	2	38
American Indian/Alaska Native	0	2	3	1	0	0	1	7
Asian/Pacific Islander	2	3	6	10	2	1	4	28
Hispanic	0	5	2	6	1	0	0	14
White, non-Hispanic	47	177	215	219	94	30	40	822
Race/ethnicity unknown	0	1	1	1	0	0	0	3
Total men	50	208	250	243	99	33	48	931
Women								
Nonresident alien	5	9	4	1	1	0	0	20
Black, non-Hispanic	4	16	10	5	4	1	0	40
American Indian/Alaska Native	1	2	3	1	0	0	0	7
Asian/Pacific Islander	3	21	7	14	5	2	0	52
Hispanic	6	5	2	5	0	0	1	19
White, non-Hispanic	93	336	411	431	143	35	20	1,469
Race/ethnicity unknown	0	0	0	0	0	0	0	0
Total women	112	389	437	457	153	38	21	1,607
Total (men+women)	162	597	687	700	252	71	69	2,538
Total from EAP								2,538

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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

Number of full-time technical and paraprofessional staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2007

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
Nonresident alien	0	0	1	0	0	1
Black, non-Hispanic	2	8	5	2	3	20
American Indian/Alaska Native	0	0	1	2	1	4
Asian/Pacific Islander	0	8	5	2	1	16
Hispanic	0	1	2	1	2	6
White, non-Hispanic	11	117	155	105	68	456
Race/ethnicity unknown	0	2	1	0	0	3
Total men	13	136	170	112	75	506
Women						
Nonresident alien	0	2	2	0	0	4
Black, non-Hispanic	1	21	18	4	2	46
American Indian/Alaska Native	1	2	0	0	0	3
Asian/Pacific Islander	1	15	2	2	2	22
Hispanic	1	6	2	0	0	9
White, non-Hispanic	4	238	226	74	58	600
Race/ethnicity unknown	0	0	0	0	0	0
Total women	8	284	250	80	62	684
Total (men+women)	21	420	420	192	137	1,190
Total from EAP						1,190

Institution: University of Missouri-Columbia (178396)

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, 2007

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
Nonresident alien	0	2	1	0	0	3
Black, non-Hispanic	7	17	3	0	0	27
American Indian/Alaska Native	0	2	0	0	0	2
Asian/Pacific Islander	1	6	1	1	0	9
Hispanic	0	3	0	0	0	3
White, non-Hispanic	35	145	47	9	1	237
Race/ethnicity unknown	1	4	0	1	0	6
Total men	44	179	52	11	1	287
Women						
Nonresident alien	0	1	1	0	0	2
Black, non-Hispanic	26	144	25	1	1	197
American Indian/Alaska Native	1	13	1	0	0	15
Asian/Pacific Islander	4	22	2	1	0	29
Hispanic	2	28	5	1	1	37
White, non-Hispanic	101	1,233	521	130	16	2,001
Race/ethnicity unknown	0	1	0	0	1	2
Total women	134	1,442	555	133	19	2,283
Total (men+women)	178	1,621	607	144	20	2,570
Total from EAP						2,570

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervals

Number of full-time skilled crafts staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2007

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	20	2	1	23
<u>American Indian/Alaska Native</u>	0	0	3	2	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>	1	7	238	164	32	442
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0
Total men	1	7	262	169	33	472
Women						
<u>Nonresident alien</u>	0	0	0	0	0	0
<u>Black, non-Hispanic</u>	0	0	2	0	0	2
<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>	2	3	11	5	0	21
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0
Total women	2	3	13	5	0	23
Total (men+women)	3	10	275	174	33	495
Total from EAP						495

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

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
Men						
<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>	4	6	1	0	0	11
<u>Asian/Pacific Islander</u>	2	4	0	0	0	6
<u>Hispanic</u>	6	4	1	0	0	11
<u>White, non-Hispanic</u>	96	288	64	11	2	461
<u>Race/ethnicity unknown</u>	2	3	0	0	0	5
Total men	142	414	74	14	2	646
Women						
<u>Nonresident alien</u>	1	1	1	0	0	3
<u>Black, non-Hispanic</u>	39	89	8	0	0	136
<u>American Indian/Alaska Native</u>	2	3	0	1	0	6
<u>Asian/Pacific Islander</u>	2	6	0	0	0	8
<u>Hispanic</u>	12	19	1	0	0	32
<u>White, non-Hispanic</u>	75	215	26	0	1	317
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0
Total women	131	333	36	1	1	502
Total (men+women)	273	747	110	15	3	1,148
Total from EAP						1,148

Institution: University of Missouri-Columbia (178396)

User ID: 29C0011

**Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff)
- Totals****Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity****As of November 1, 2007**

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>	1	19	1	3	0	1	25
<u>Black, non-Hispanic</u>	16	38	20	27	23	151	275
<u>American Indian/Alaska Native</u>	4	7	4	2	5	11	33
<u>Asian/Pacific Islander</u>	9	28	16	9	0	6	68
<u>Hispanic</u>	0	14	6	3	2	11	36
<u>White, non-Hispanic</u>	376	822	456	237	442	461	2,794
<u>Race/ethnicity unknown</u>	1	3	3	6	0	5	18
Total men	407	931	506	287	472	646	3,249
Women							
<u>Nonresident alien</u>	0	20	4	2	0	3	29
<u>Black, non-Hispanic</u>	12	40	46	197	2	136	433
<u>American Indian/Alaska Native</u>	2	7	3	15	0	6	33
<u>Asian/Pacific Islander</u>	2	52	22	29	0	8	113
<u>Hispanic</u>	3	19	9	37	0	32	100
<u>White, non-Hispanic</u>	325	1,469	600	2,001	21	317	4,733
<u>Race/ethnicity unknown</u>	0	0	0	2	0	0	2
Total women	344	1,607	684	2,283	23	502	5,443
Total (men+women)	751	2,538	1,190	2,570	495	1,148	8,692
Total from EAP	751	2,538	1,190	2,570	495	1,148	

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****As of November 1, 2007**

Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	Executive/administrative/managerial	Other professionals (support/service)
Men			
<u>Nonresident Alien</u>	18	0	5
<u>Black, non-Hispanic</u>	15	0	6
<u>American Indian/Alaska Native</u>	1	0	2
<u>Asian/Pacific Islander</u>	14	0	7
<u>Hispanic</u>	7	0	3
<u>White, non-Hispanic</u>	569	15	224
<u>Race/ethnicity unknown</u>	2	0	4
Total men	626	15	251
Women			
<u>Nonresident Alien</u>	17	0	6
<u>Black, non-Hispanic</u>	12	0	19
<u>American Indian/ Alaska Native</u>	1	0	6
<u>Asian/Pacific Islander</u>	17	0	21
<u>Hispanic</u>	13	0	10
<u>White, non-Hispanic</u>	480	25	888
<u>Race/ethnicity unknown</u>	0	0	3
Total women	540	25	953
Total (men+women)	1,166	40	1,204
Total from EAP	1,166	40	1,204

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****As of November 1, 2007**

Gender and race/ethnicity	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>
Men				
<u>Nonresident Alien</u>	2	0	0	12
<u>Black, non-Hispanic</u>	6	9	1	77
<u>American Indian/Alaska Native</u>	2	1	0	5
<u>Asian/Pacific Islander</u>	4	4	0	7
<u>Hispanic</u>	3	1	0	9
<u>White, non-Hispanic</u>	219	85	20	366
<u>Race/ethnicity unknown</u>	2	2	0	6
Total men	238	102	21	482
Women				
<u>Nonresident Alien</u>	4	1	0	3
<u>Black, non-Hispanic</u>	31	47	0	77
<u>American Indian/Alaska Native</u>	8	5	0	0
<u>Asian/Pacific Islander</u>	16	12	0	10
<u>Hispanic</u>	7	5	0	8
<u>White, non-Hispanic</u>	368	418	0	365
<u>Race/ethnicity unknown</u>	0	0	0	1
Total women	434	488	0	464
Total (men+women)	672	590	21	946
Total from EAP	672	590	21	946

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, 2007**

Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
Men			
<u>Nonresident Alien</u>	37	428	465
<u>Black, non-Hispanic</u>	114	25	139
<u>American Indian/Alaska Native</u>	11	3	14
<u>Asian/Pacific Islander</u>	36	20	56
<u>Hispanic</u>	23	18	41
<u>White, non-Hispanic</u>	1,498	666	2,164
<u>Race/ethnicity unknown</u>	16	1	17
Total men	1,735	1,161	2,896
Women			
<u>Nonresident Alien</u>	31	296	327
<u>Black, non-Hispanic</u>	186	47	233
<u>American Indian/ Alaska Native</u>	20	3	23
<u>Asian/Pacific Islander</u>	76	22	98
<u>Hispanic</u>	43	33	76
<u>White, non-Hispanic</u>	2,544	623	3,167
<u>Race/ethnicity unknown</u>	4	0	4
Total women	2,904	1,024	3,928
Total (men+women)	4,639	2,185	6,824
Total from EAP		2,185	

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, 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
Grand total	5,130	6,545	2,896	3,928	8,026	10,473

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

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	10	43		53
Black, non-Hispanic	0	0	0		0
American Indian/Alaska Native	0	0	1		1
Asian/Pacific Islander	0	2	18		20
Hispanic	0	0	4		4
White, non-Hispanic	5	17	68		90
Race/ethnicity unknown	0	0	0		0
Total men	5	29	134	0	168
Women					
Nonresident Alien	0	3	26		29
Black, non-Hispanic	0	0	3		3
American Indian/Alaska Native	0	0	0		0
Asian/Pacific Islander	0	2	11		13
Hispanic	0	0	0		0
White, non-Hispanic	1	23	54		78
Race/ethnicity unknown	0	0	0		0
Total women	1	28	94	0	123
Total (men+women)	6	57	228	0	291

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

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>	0	3	1	0	0	0	4
<u>Black, non-Hispanic</u>	0	4	0	2	0	7	13
<u>American Indian/Alaska Native</u>	0	0	0	0	0	1	1
<u>Asian/Pacific Islander</u>	0	1	2	2	0	0	5
<u>Hispanic</u>	0	0	0	1	0	1	2
<u>White, non-Hispanic</u>	13	31	19	24	4	26	117
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0	0
Total men	13	39	22	29	4	35	142
Women							
<u>Nonresident Alien</u>	0	1	0	0	0	0	1
<u>Black, non-Hispanic</u>	0	1	4	12	0	13	30
<u>American Indian/Alaska Native</u>	0	1	0	1	0	1	3
<u>Asian/Pacific Islander</u>	0	1	5	2	0	0	8
<u>Hispanic</u>	0	2	1	4	0	1	8
<u>White, non-Hispanic</u>	11	83	39	102	0	12	247
<u>Race/ethnicity unknown</u>	0	0	0	0	0	0	0
Total women	11	89	49	121	0	27	297
Total (men+women)	24	128	71	150	4	62	439

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, 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
Grand total	310	420	730
Grand total from Fall 2005	267	313	580

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
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
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
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
Reason:	There are no male 9/10 Instructors to report this reporting year.				
Global Edits					
4		Perform Edits	The average expenditure for one of benefits in 9/10 month contracts 203, is not within the expected range between 217 and 403. Please fix or explain.	Explanation	Yes
Reason:	University reduced employee and employer cost premiums for Long Term Disability by 35%.				
Global Edits					
5		Perform Edits	The average expenditure for one of benefits in 11/12 month contracts 212, is not within the expected range between 235 and 435. Please fix or explain.	Explanation	Yes
Reason:	University reduced employee and employer cost premiums for Long Term Disability by 35%.				

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