

Human Resources 2005-06

Institution: UNIVERSITY OF MISSOURI-COLUMBIA (178396) User ID: 29C0011

Human Resources Screening Questions

Does your institution have any **part-time** employees?

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.

- NoYesAre ALL of the instructional staff military personnel?
- NoYesDo ALL of the instructional staff contribute their services (e.g., members of a religious order)?
- NoYesDo ALL of the instructional staff teach pre-clinical or clinical medicine?

Did your institution hire any **full-time permanent employees** who were included on the payroll of the institution between **July 1 and October 31, 2005** either for the **first time** or **after a break in service**? (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, you will be provided the screens to report full-time permanent **new hires** in the **Fall Staff, Part G, New Hires**, section.

Yes No

CAVEATS

Employees by Assigned Position - Part A - Full-time non-medical					
Number of full-time employees (non medical) by faculty status and primary function/occupational activity					
As of November 1, 2005					
Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Subtotal
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system		
Primarily instruction	273	167	247		687
Instruction/research/public service	313	135	116		564
Primarily research	89	23	253		365
Primarily public service	26	10	361		397
<u>Executive/administrative/managerial</u>	49			610	659
<u>Other professionals (support/service)</u>	2			2,153	2,155
<u>Technical and paraprofessionals</u>				1,079	1,079
<u>Clerical and secretarial</u>				1,984	1,984
<u>Skilled crafts</u>				494	494
<u>Service/Maintenance</u>				1,114	1,114
Total full time (non medical)	752	335	977	7,434	9,498
Total from prior year	732	309	1,331	7,166	9,538

Employees by Assigned Position - Part A - Full-time medical

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

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

As of November 1, 2005

Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Subtotal
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system		
Primarily instruction	74	36	198		308
Instruction/research/public service	14	5	354		373
Primarily research	13		70		83
Primarily public service		3	9		12
<u>Executive/administrative/managerial</u>	2			62	64
<u>Other professionals (support/service)</u>				254	254
<u>Technical and paraprofessionals</u>				100	100
<u>Clerical and secretarial</u>				425	425
<u>Skilled crafts</u>				1	1
<u>Service/Maintenance</u>				3	3
Total full time (medical school)	103	44	631	845	1,623
Total from prior year	107	30	258	921	1,316

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

Employees by Assigned Position - Part B - Part-time non-medical						
Number of part-time employees (non medical) by faculty status and primary function/occupational activity						
As of November 1, 2005						
Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Subtotal	<u>Graduate assistants</u>
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system			
Primarily instruction			516		516	1,165
Instruction/research/public service	1	1	223		225	230
Primarily research		1	126		127	539
Primarily public service			56		56	57
<u>Executive/administrative/managerial</u>				37	37	
<u>Other professionals (support/service)</u>				1,038	1,038	
<u>Technical and paraprofessionals</u>				595	595	
<u>Clerical and secretarial</u>				614	614	
<u>Skilled crafts</u>				26	26	
<u>Service/Maintenance</u>				1,030	1,030	
Total part time (non medical)	1	2	921	3,340	4,264	1,991
Total from prior year	15	1	886	3,188	4,090	1,932

Employees by Assigned Position - Part B - Part-time medical

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

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

As of November 1, 2005

Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Subtotal	<u>Graduate assistants</u>
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system			
Primarily instruction	12	3	93		108	21
Instruction/research/public service/clinical	2		26		28	10
Primarily research	1	2	16		19	47
Primarily public service	1		5		6	3
<u>Executive/administrative/managerial</u>				5	5	
<u>Other professionals (support/service)</u>				79	79	
<u>Technical and paraprofessionals</u>				46	46	
<u>Clerical and secretarial</u>				69	69	
<u>Skilled crafts</u>					0	
<u>Service/Maintenance</u>				7	7	
Total part time (medical school)	16	5	140	206	367	81
Total from prior year	20	3	131	199	353	74

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

Salaries - Part A - Instructional staff by contract length/teaching period				
Number of full-time instructional staff by contract length/teaching period, gender, and academic rank As of November 1, 2005				
Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors	1	184	68	253
Associate professors	0	166	56	222
Assistant professors	0	175	48	223
Instructors	3	8	23	34
Lecturers	0	3	23	26
No academic rank	0	8	13	21
Total men	4	544	231	779
Women				
Professors	0	57	18	75
Associate professors	0	82	28	110
Assistant professors	0	132	42	174
Instructors	3	23	40	66
Lecturers	2	4	24	30
No academic rank	0	4	13	17
Total women	5	302	165	472
Total (men + women)	9	846	396	1,251
Total from EAP, full-time non-medical section (Primarily instruction and Instruction/research/public service lines)				1,251
Total from prior year (Salaries section)	9	825	719	1,553

WARNING: These are restricted data and are not to be shared with anyone, under penalty of law.

Salaries - Part A - 9/10-month contracts/teaching periods			
Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank			
As of November 1, 2005			
Gender and academic rank	Number	Salary outlays	Average salary
Men			
Professors	184	17,973,075	97,680
Associate professors	166	11,565,284	69,670
Assistant professors	175	10,071,289	57,550
Instructors	8	281,527	35,191
Lecturers	3	132,765	44,255
No academic rank	8	376,234	47,029
Total men	544	40,400,174	
Women			
Professors	57	4,995,367	87,638
Associate professors	82	5,066,434	61,786
Assistant professors	132	6,991,649	52,967
Instructors	23	937,120	40,744
Lecturers	4	166,106	41,527
No academic rank	4	154,673	38,668
Total women	302	18,311,349	
Total (men + women)	846	58,711,523	
Total from prior year	825	56,021,304	

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Salaries - Part A - 11/12-month contracts/teaching periods			
Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank			
As of November 1, 2005			
Gender and academic rank	Number	Salary outlays	Average salary
Men			
Professors	68	8,554,457	125,801
Associate professors	56	4,719,833	84,283
Assistant professors	48	3,340,564	69,595
Instructors	23	1,148,421	49,931
Lecturers	23	842,261	36,620
No academic rank	13	469,071	36,082
Total men	231	19,074,607	
Women			
Professors	18	2,014,010	111,889
Associate professors	28	2,280,663	81,452
Assistant professors	42	2,839,492	67,607
Instructors	40	1,786,858	44,671
Lecturers	24	745,900	31,079
No academic rank	13	454,214	34,940
Total women	165	10,121,137	
Total (men + women)	396	29,195,744	
Total from prior year	719	41,300,134	

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Salaries - Part B - 9/10-month contracts/teaching periods			
Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods As of November 1, 2005			
Fringe benefits	Number covered	Expenditures	Average expenditures
<u>Retirement plans (other than Social Security) - Vested</u> within 5-years			
Retirement plans (other than Social Security) - Vested after 5-years	846	5,273,073	6,233
Medical/dental plans	820	4,328,750	5,279
Group life insurance	845	44,347	52
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection	845	251,591	298
Tuition plan (dependents only)			
Unrestricted			
<u>Restricted</u>			
Housing plan			
Unrestricted			
<u>Restricted</u>			
Social Security taxes	843	4,251,604	5,043
Unemployment compensation	846	35,227	42
Worker's compensation	846	434,465	514
Other benefits in kind with cash options			
Total expenditures		14,619,057	
Total from prior year		13,254,613	

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Salaries - Part B - 11/12-month contracts/teaching periods			
Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods As of November 1, 2005			
Fringe benefits	Number covered	Expenditures	Average expenditures
<u>Retirement plans (other than Social Security) - Vested</u> within 5-years			
Retirement plans (other than Social Security) - Vested after 5-years	396	2,437,330	6,155
Medical/dental plans	376	2,076,518	5,523
Group life insurance	395	23,175	59
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection	396	128,604	325
Tuition plan (dependents only)			
Unrestricted			
<u>Restricted</u>			
Housing plan			
Unrestricted			
<u>Restricted</u>			
Social Security taxes	391	1,938,266	4,957
Unemployment compensation	396	17,517	44
Worker's compensation	396	216,049	546
Other benefits in kind with cash options			
Total expenditures		6,837,459	
Total from prior year		8,118,845	

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Fall Staff - Part F - Instruction/Research/Public Service staff with tenure							
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, 2005							
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien	1	4	0	0	0	0	5
Black, non-Hispanic	6	9	0	0	0	0	15
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	39	32	0	0	0	0	71
Hispanic	3	5	0	0	0	0	8
White, non-Hispanic	314	194	3	0	0	1	512
Race/ethnicity unknown	3	0	0	0	0	0	3
Total men	366	244	3	0	0	1	614
Women							
Nonresident Alien	1	1	0	0	0	0	2
Black, non-Hispanic	4	8	0	0	0	0	12
American Indian/Alaska Native	0	1	0	0	0	0	1
Asian/Pacific Islander	7	2	0	0	0	0	9
Hispanic	1	4	0	0	0	0	5
White, non-Hispanic	75	81	1	1	0	1	159
Race/ethnicity unknown	0	0	0	0	0	0	0
Total women	88	97	1	1	0	1	188
Total (men+women)	454	341	4	1	0	2	802
Total from EAP							802
Total (men+women) from Fall 2003							773

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Fall Staff - Part F - 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, 2005							
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien	0	2	37	0	0	0	39
Black, non-Hispanic	0	0	3	0	0	0	3
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	1	5	25	0	0	0	31
Hispanic	0	0	7	0	0	0	7
White, non-Hispanic	0	24	130	0	0	0	154
Race/ethnicity unknown	0	1	4	0	0	0	5
Total men	1	32	206	0	0	0	239
Women							
Nonresident Alien	0	0	16	0	0	0	16
Black, non-Hispanic	0	0	5	0	0	0	5
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	0	1	8	0	0	1	10
Hispanic	0	0	3	0	0	0	3
White, non-Hispanic	0	10	94	0	0	0	104
Race/ethnicity unknown	0	0	2	0	0	0	2
Total women	0	11	128	0	0	1	140
Total (men+women)	1	43	334	0	0	1	379
Total from EAP							379
Total (men+women) from Fall 2003							331

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Fall Staff - Part F - 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, 2005							
Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
Nonresident Alien	2	1	33	2	1	154	193
Black, non-Hispanic	0	1	2	2	0	8	13
American Indian/Alaska Native	0	0	0	1	0	5	6
Asian/Pacific Islander	0	4	13	1	1	42	61
Hispanic	0	0	3	0	0	6	9
White, non-Hispanic	11	59	137	43	1	349	600
Race/ethnicity unknown	1	0	4	2	0	39	46
Total men	14	65	192	51	3	603	928
Women							
Nonresident Alien	0	0	8	2	0	74	84
Black, non-Hispanic	0	1	3	1	0	11	16
American Indian/Alaska Native	0	0	0	1	0	3	4
Asian/Pacific Islander	0	5	19	2	0	26	52
Hispanic	0	2	3	0	0	7	12
White, non-Hispanic	6	35	93	81	4	269	488
Race/ethnicity unknown	0	0	1	0	0	23	24
Total women	6	43	127	87	4	413	680
Total (men+women)	20	108	319	138	7	1,016	1,608
Total from EAP							1,608
Total (men+women) from Fall 2003							1,301

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Fall Staff - Part F - 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 academic rank, gender, and race/ethnicity As of November 1, 2005	
Gender and race/ethnicity	Total
Men	
Nonresident Alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race/ethnicity unknown	
Total men	0
Women	
Nonresident Alien	
Black, non-Hispanic	
American Indian/Alaska Native	
Asian/Pacific Islander	
Hispanic	
White, non-Hispanic	
Race/ethnicity unknown	
Total women	0
Total (men+women)	0
Total from EAP	0

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Fall Staff - Part F - 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, 2005			
	Total men	Total women	Total (men+women)
Nonresident Alien	237	102	339
Black, non-Hispanic	31	33	64
American Indian/Alaska Native	6	5	11
Asian/Pacific Islander	163	71	234
Hispanic	24	20	44
White, non-Hispanic	1,266	751	2,017
Race/ethnicity unknown	54	26	80
Total (must equal Part A (next part))	1,781	1,008	2,789
Total from Fall 2003	1,604	801	2,405

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Fall Staff - Part A - Instruction/Research/Public Service staff by contract length/teaching period					
Number of full-time staff whose primary responsibility is instruction, research, and/or public service by contract length/teaching periods, gender, and race/ethnicity (Include all staff from these functions, including those with and without faculty status.) As of November 1, 2005					
Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part F
Men					
Nonresident Alien	2	48	187	237	237
Black, non-Hispanic	0	17	14	31	31
American Indian/Alaska Native	0	0	6	6	6
Asian/Pacific Islander	0	73	90	163	163
Hispanic	0	14	10	24	24
White, non-Hispanic	2	426	838	1,266	1,266
Race/ethnicity unknown	1	7	46	54	54
Total men	5	585	1,191	1,781	1,781
Women					
Nonresident Alien	1	19	82	102	102
Black, non-Hispanic	0	16	17	33	33
American Indian/Alaska Native	0	1	4	5	5
Asian/Pacific Islander	0	19	52	71	71
Hispanic	0	9	11	20	20
White, non-Hispanic	6	252	493	751	751
Race/ethnicity unknown	0	2	24	26	26
Total women	7	318	683	1,008	1,008
Total (men+women)	12	903	1,874	2,789	2,789
Total from EAP				2,789	
Total (men+women) from Fall 2003	54	827	1,524	2,405	

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Fall Staff - Part A - 9/10-month contracts/teaching periods								
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, 2005								
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	3	14	13	10	5	2	48
Black, non-Hispanic	0	0	1	6	5	3	2	17
American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	1	1	1	10	32	15	13	73
Hispanic	0	2	1	5	4	2	0	14
White, non-Hispanic	2	18	48	109	87	81	81	426
Race/ethnicity unknown	0	2	1	1	1	0	2	7
Total men	4	26	66	144	139	106	100	585
Women								
Nonresident alien	0	2	6	7	0	1	3	19
Black, non-Hispanic	0	1	1	10	1	2	1	16
American Indian/Alaska Native	0	0	0	1	0	0	0	1
Asian/Pacific Islander	0	0	4	7	1	4	3	19
Hispanic	0	0	0	5	3	1	0	9
White, non-Hispanic	7	20	58	92	40	23	12	252
Race/ethnicity unknown	0	0	1	0	1	0	0	2
Total women	7	23	70	122	46	31	19	318
Total (men+women)	11	49	136	266	185	137	119	903
Total (men+women) from Fall 2003								827

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Fall Staff - Part A - 11/12-month contracts/teaching periods								
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, 2005								
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	21	81	54	10	3	4	14	187
Black, non-Hispanic	0	1	5	5	1	0	2	14
American Indian/Alaska Native	0	2	3	0	1	0	0	6
Asian/Pacific Islander	1	5	36	7	2	5	34	90
Hispanic	1	0	5	0	2	0	2	10
White, non-Hispanic	17	38	236	129	94	91	233	838
Race/ethnicity unknown	2	2	35	2	0	1	4	46
Total men	42	129	374	153	103	101	289	1,191
Women								
Nonresident Alien	11	37	26	2	1	0	5	82
Black, non-Hispanic	1	2	7	4	0	2	1	17
American Indian/Alaska Native	0	0	3	1	0	0	0	4
Asian/Pacific Islander	3	4	21	9	4	0	11	52
Hispanic	1	2	5	1	1	0	1	11
White, non-Hispanic	23	77	160	103	40	37	53	493
Race/ethnicity unknown	1	1	20	1	1	0	0	24
Total women	40	123	242	121	47	39	71	683
Total (men+women)	82	252	616	274	150	140	360	1,874
Total (men+women) from Fall 2003								1,524

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Fall Staff - Part B - Executive/administrative/managerial								
Number of full-time <u>executive/administrative/managerial</u> employees by salary class intervals, gender, and race/ethnicity								
As of November 1, 2005								
Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total
Men								
Nonresident Alien	0	0	0	0	0	0	0	0
Black, non-Hispanic	1	2	2	0	2	5	3	15
American Indian/Alaska Native	0	0	0	0	0	1	0	1
Asian/Pacific Islander	0	0	2	0	3	0	3	8
Hispanic	0	0	0	4	1	0	1	6
White, non-Hispanic	7	18	30	68	73	59	99	354
Race/ethnicity unknown	1	0	1	1	0	0	2	5
Total men	9	20	35	73	79	65	108	389
Women								
Nonresident Alien	0	0	0	0	0	0	0	0
Black, non-Hispanic	2	0	3	3	0	2	1	11
American Indian/Alaska Native	0	0	0	1	0	0	0	1
Asian/Pacific Islander	0	0	0	1	0	1	0	2
Hispanic	2	0	0	0	1	0	0	3
White, non-Hispanic	6	22	62	88	63	38	37	316
Race/ethnicity unknown	0	0	0	0	1	0	0	1
Total women	10	22	65	93	65	41	38	334
Total (men+women)	19	42	100	166	144	106	146	723
Total from EAP								723
Total (men+women) from Fall 2003								673

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Fall Staff - Part B - Other professionals (support/service)								
Number of full-time other professional (support/service) employees by salary class intervals, gender, and race/ethnicity								
As of November 1, 2005								
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 over	Total
Men								
Nonresident alien	1	11	6	7	1	0	2	28
Black, non-Hispanic	3	9	8	2	2	1	2	27
American Indian/Alaska Native	2	1	1	0	0	1	0	5
Asian/Pacific Islander	1	2	7	5	2	0	4	21
Hispanic	2	3	6	1	0	0	0	12
White, non-Hispanic	79	219	196	186	66	29	33	808
Race/ethnicity unknown	4	6	1	0	2	0	2	15
Total men	92	251	225	201	73	31	43	916
Women								
Nonresident alien	4	7	5	0	0	0	1	17
Black, non-Hispanic	9	14	12	5	1	2	0	43
American Indian/Alaska Native	2	1	4	0	0	0	0	7
Asian/Pacific Islander	6	19	7	10	6	1	0	49
Hispanic	5	0	1	3	0	0	0	9
White, non-Hispanic	143	402	365	328	72	19	13	1,342
Race/ethnicity unknown	8	9	6	2	1	0	0	26
Total women	177	452	400	348	80	22	14	1,493
Total (men+women)	269	703	625	549	153	53	57	2,409
Total from EAP								2,409
Total (men+women) from Fall 2003								2,566

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Fall Staff - Part B - Technical and paraprofessionals						
Number of full-time <u>technical and paraprofessional</u> employees by salary class intervals, gender, and race/ethnicity						
As of November 1, 2005						
Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and over	Total
Men						
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	0	10	5	1	2	18
American Indian/Alaska Native	0	0	0	1	1	2
Asian/Pacific Islander	0	7	5	1	0	13
Hispanic	0	0	3	2	1	6
White, non-Hispanic	14	125	176	92	51	458
Race/ethnicity unknown	4	4	2	0	1	11
Total men	18	146	191	97	56	508
Women						
Nonresident alien	0	4	1	0	0	5
Black, non-Hispanic	2	27	9	3	0	41
American Indian/Alaska Native	0	5	1	0	0	6
Asian/Pacific Islander	0	13	3	3	1	20
Hispanic	1	3	2	0	0	6
White, non-Hispanic	11	296	177	45	47	576
Race/ethnicity unknown	4	7	5	1	0	17
Total women	18	355	198	52	48	671
Total (men+women)	36	501	389	149	104	1,179
Total from EAP						1,179
Total (men+women) from Fall 2003						999

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Fall Staff - Part B - Clerical and secretarial						
Number of full-time <u>clerical and secretarial</u> employees by salary class intervals, gender, and race/ethnicity As of November 1, 2005						
Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total
Men						
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	2	14	2	0	0	18
American Indian/Alaska Native	0	1	1	0	0	2
Asian/Pacific Islander	3	4	0	1	0	8
Hispanic	1	2	0	0	0	3
White, non-Hispanic	33	138	25	5	1	202
Race/ethnicity unknown	3	1	1	0	0	5
Total men	42	160	29	6	1	238
Women						
Nonresident alien	0	5	0	0	0	5
Black, non-Hispanic	22	133	13	1	1	170
American Indian/Alaska Native	2	13	1	0	0	16
Asian/Pacific Islander	5	15	0	0	0	20
Hispanic	3	20	3	1	0	27
White, non-Hispanic	148	1,288	391	66	5	1,898
Race/ethnicity unknown	6	28	1	0	0	35
Total women	186	1,502	409	68	6	2,171
Total (men+women)	228	1,662	438	74	7	2,409
Total from EAP						2,409
Total (men+women) from Fall 2003						1,842

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Fall Staff - Part B - Skilled crafts						
Number of full-time skilled crafts employees by salary class intervals, gender, and race/ethnicity As of November 1, 2005						
Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total
Men						
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	0	3	14	3	0	20
American Indian/Alaska Native	0	1	1	1	0	3
Asian/Pacific Islander	0	0	0	0	0	0
Hispanic	0	0	0	1	0	1
White, non-Hispanic	3	25	315	79	26	448
Race/ethnicity unknown	0	1	5	0	0	6
Total men	3	30	335	84	26	478
Women						
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	0	0	1	0	0	1
American Indian/Alaska Native	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	0
Hispanic	0	0	0	0	0	0
White, non-Hispanic	1	3	11	1	0	16
Race/ethnicity unknown	0	0	0	0	0	0
Total women	1	3	12	1	0	17
Total (men+women)	4	33	347	85	26	495
Total from EAP						495
Total (men+women) from Fall 2003						458

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Fall Staff - Part B - Service/Maintenance						
Number of full-time <u>service/maintenance</u> employees by salary class intervals, gender, and race/ethnicity As of November 1, 2005						
Gender and race/ethnicity	Below \$20,000	20,000- 29,999	30,000- 39,999	40,000- 49,999	50,000 and over	Total
Men						
Nonresident alien	1	0	0	0	0	1
Black, non-Hispanic	37	94	6	0	0	137
American Indian/Alaska Native	2	8	1	0	0	11
Asian/Pacific Islander	10	1	0	1	0	12
Hispanic	9	2	2	0	0	13
White, non-Hispanic	112	240	50	7	0	409
Race/ethnicity unknown	17	6	0	0	0	23
Total men	188	351	59	8	0	606
Women						
Nonresident alien	1	0	0	0	0	1
Black, non-Hispanic	37	84	0	0	0	121
American Indian/Alaska Native	2	4	0	0	0	6
Asian/Pacific Islander	6	5	0	0	0	11
Hispanic	22	6	0	0	0	28
White, non-Hispanic	130	174	21	4	0	329
Race/ethnicity unknown	14	1	0	0	0	15
Total women	212	274	21	4	0	511
Total (men+women)	400	625	80	12	0	1,117
Total from EAP						1,117
Total (men+women) from Fall 2003						1,050

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Fall Staff - Part B - Totals							
Total number of full-time employees by primary function/occupational activity, gender, and race/ethnicity As of November 1, 2005							
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	0	28	0	0	0	1	29
Black, non-Hispanic	15	27	18	18	20	137	235
American Indian/Alaska Native	1	5	2	2	3	11	24
Asian/Pacific Islander	8	21	13	8	0	12	62
Hispanic	6	12	6	3	1	13	41
White, non-Hispanic	354	808	458	202	448	409	2,679
Race/ethnicity unknown	5	15	11	5	6	23	65
Total men	389	916	508	238	478	606	3,135
Women							
Nonresident alien	0	17	5	5	0	1	28
Black, non-Hispanic	11	43	41	170	1	121	387
American Indian/Alaska Native	1	7	6	16	0	6	36
Asian/Pacific Islander	2	49	20	20	0	11	102
Hispanic	3	9	6	27	0	28	73
White, non-Hispanic	316	1,342	576	1,898	16	329	4,477
Race/ethnicity unknown	1	26	17	35	0	15	94
Total women	334	1,493	671	2,171	17	511	5,197
Total (men+women)	723	2,409	1,179	2,409	495	1,117	8,332
Total from EAP	723	2,409	1,179	2,409	495	1,117	
Total (men+women) from Fall 2003	673	2,566	999	1,842	458	1,050	7,588

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Fall Staff - Part D - PT Professionals by position			
Number of <u>part-time</u> employees by primary function/occupational activity, gender, and race/ethnicity As of November 1, 2005			
Gender and race/ethnicity	Staff whose primary responsibility is instruction, research, and/or public service	<u>Executive/ administrative/ managerial</u>	<u>Other professionals (support/service)</u>
Men			
Nonresident Alien	26	0	4
Black, non-Hispanic	12	0	7
American Indian/Alaska Native	0	0	2
Asian/Pacific Islander	13	0	7
Hispanic	6	0	2
White, non-Hispanic	508	19	215
Race/ethnicity unknown	13	0	5
Total men	578	19	242
Women			
Nonresident Alien	7	0	5
Black, non-Hispanic	20	0	16
American Indian/ Alaska Native	0	1	3
Asian/Pacific Islander	9	1	20
Hispanic	7	0	9
White, non-Hispanic	431	21	783
Race/ethnicity unknown	33	0	39
Total women	507	23	875
Total (men+women)	1,085	42	1,117
Total from EAP	1,085	42	1,117
Total (men+women) from Fall 2003	1,086	43	1,022

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Fall Staff - Part D - PT Non-professionals by position				
Number of part-time employees by primary function/occupational activity, gender, and race/ethnicity As of November 1, 2005				
Gender and race/ethnicity	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>
Men				
Nonresident Alien	3	5	0	8
Black, non-Hispanic	6	9	1	79
American Indian/Alaska Native	2	0	1	8
Asian/Pacific Islander	1	3	0	10
Hispanic	1	1	0	11
White, non-Hispanic	191	88	24	390
Race/ethnicity unknown	5	4	0	21
Total men	209	110	26	527
Women				
Nonresident Alien	6	5	0	4
Black, non-Hispanic	30	46	0	77
American Indian/Alaska Native	6	3	0	2
Asian/Pacific Islander	15	11	0	5
Hispanic	4	6	0	10
White, non-Hispanic	351	484	0	376
Race/ethnicity unknown	20	18	0	36
Total women	432	573	0	510
Total (men+women)	641	683	26	1,037
Total from EAP	641	683	26	1,037
Total (men+women)from Fall 2003	552	637	28	854

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Fall Staff - Part D - PT Graduate assistants			
Number of part-time employees by primary function/occupational activity, gender, and race/ethnicity As of November 1, 2005			
Gender and race/ethnicity	Subtotal	<u>Graduate assistants</u>	Part-time total
Men			
Nonresident Alien	46	392	438
Black, non-Hispanic	114	27	141
American Indian/Alaska Native	13	1	14
Asian/Pacific Islander	34	21	55
Hispanic	21	13	34
White, non-Hispanic	1,435	599	2,034
Race/ethnicity unknown	48	21	69
Total men	1,711	1,074	2,785
Women			
Nonresident Alien	27	291	318
Black, non-Hispanic	189	36	225
American Indian/ Alaska Native	15	4	19
Asian/Pacific Islander	61	23	84
Hispanic	36	24	60
White, non-Hispanic	2,446	605	3,051
Race/ethnicity unknown	146	15	161
Total women	2,920	998	3,918
Total (men+women)	4,631	2,072	6,703
Total from EAP		2,072	
Total (men+women) from Fall 2003		1,948	

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Fall Staff - Part E - Total Employees						
Total number of employees by employment status, gender, and race/ethnicity As of November 1, 2005						
	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
Nonresident alien	266	130	438	318	704	448
Black, non-Hispanic	266	420	141	225	407	645
American Indian/Alaska Native	30	41	14	19	44	60
Asian/Pacific Islander	225	173	55	84	280	257
Hispanic	65	93	34	60	99	153
White, non-Hispanic	3,945	5,228	2,034	3,051	5,979	8,279
Race/ethnicity unknown	119	120	69	161	188	281
Grand total	4,916	6,205	2,785	3,918	7,701	10,123
Grand total from Fall 2003	4,523	5,470	2,691	3,479	7,214	8,949

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Fall Staff - Part G - New Hires by 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, 2005)					
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	11	26		37
Black, non-Hispanic	0	0	1		1
American Indian/Alaska Native	0	0	0		0
Asian/Pacific Islander	1	5	11		17
Hispanic	0	3	4		7
White, non-Hispanic	4	11	23		38
Race/ethnicity unknown	1	5	45		51
Total men	6	35	110	0	151
Women					
Nonresident Alien	0	8	17		25
Black, non-Hispanic	0	1	1		2
American Indian/Alaska Native	0	0	1		1
Asian/Pacific Islander	0	1	6		7
Hispanic	0	0	0		0
White, non-Hispanic	0	10	18		28
Race/ethnicity unknown	0	2	23		25
Total women	0	22	66	0	88
Total (men+women)	6	57	176	0	239

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Fall Staff - Part G - New Hires By position							
Number of all other full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity							
(Hired full time between July 1 and October 31, 2005)							
Gender and race/ethnicity	<u>Executive/</u> <u>administrative/</u> <u>managerial</u>	<u>Other</u> <u>professionals</u> <u>(support/service)</u>	<u>Technical</u> <u>and</u> <u>paraprofessionals</u>	<u>Clerical</u> <u>and</u> <u>secretarial</u>	<u>Skilled</u> <u>crafts</u>	<u>Service/</u> <u>Maintenance</u>	Total
Men							
Nonresident Alien	0	2	0	0	0	0	2
Black, non-Hispanic	0	1	1	4	0	7	13
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	0	0	2	2
Hispanic	0	0	0	0	0	1	1
White, non-Hispanic	7	23	12	11	5	17	75
Race/ethnicity unknown	4	5	2	1	0	11	23
Total men	11	31	15	16	5	38	116
Women							
Nonresident Alien	0	4	0	0	0	0	4
Black, non-Hispanic	2	1	2	9	0	4	18
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	1	0	0	0	1
Hispanic	0	0	0	0	0	1	1
White, non-Hispanic	7	33	14	82	0	25	161
Race/ethnicity unknown	0	14	3	16	0	7	40
Total women	9	52	20	107	0	37	225
Total (men+women)	20	83	35	123	5	75	341

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Fall Staff - Part G - 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, 2005)		
	Total men	Total women
Nonresident Alien	39	29
Black, non-Hispanic	14	20
American Indian/Alaska Native	0	1
Asian/Pacific Islander	19	8
Hispanic	8	1
White, non-Hispanic	113	189
Race/ethnicity unknown	74	65
Total	267	313
Total from Fall 2003	263	290

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Institution: UNIVERSITY OF MISSOURI-COLUMBIA (178396)

User ID: 29C0011

Human Resources Survey Evaluation
Were any employees difficult to categorize? If so, please explain in the box below.

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Explanation Report					
Number	Source	Location	Description	Severity	Accepted
Screen: FT non-medical					
1	Upload File	Row 16 Column 4	The number entered, 977, has an expected range of between 1132 and 1597. Please explain this difference.	Explanation	Yes
Reason: Confirmed - reclassification of Residents at Hospital.					
Screen: FT medical					
2	Upload File	Row 16 Column 4	The number entered, 631, has an expected range of between 220 and 309. Please explain this difference.	Explanation	Yes
Reason: Confirmed - reclassification of Residents at Hospital.					
3	Upload File	Row 16 Column 6	The number entered, 1623, has an expected range of between 1119 and 1579. Please explain this difference.	Explanation	Yes
Reason: Confirmed - reclassification of Residents at Hospital.					
4	Upload File	Row 16 Column 3	The number entered, 44, has an expected range of between 23 and 39. Please explain this difference.	Explanation	Yes
Reason: Confirmed. -Spoke with Bob Mullen. There has been a big push for life science, research, and teaching. More staff have been hired to cover. JH					
Screen: Headcount					
5	Upload File	Row 25 Column 2	The number entered, 12, has an expected range of between 41 and 70. Please explain this difference.	Explanation	Yes
Reason: Confirmed. -Spoke with Bob Mullen. Informed me that staff that are hired with less-than-9 month contracts aren't necessarily hired every year. They are hired as needed. This number fluctuates year to year. JH					
6	Upload File	Row 25 Column 4	The number entered, 1874, has an expected range of between 1296 and 1828. Please explain this difference.	Explanation	Yes
Reason: Organizational change; Outreach & Extension moved to campus.					
Screen: Cler/sec					
7	Upload File	Row 23 Column 7	The number entered, 2409, has an expected range of between 1566 and 2210. Please explain this difference.	Explanation	Yes
Reason: Organizational change; Outreach & Extension moved to campus.					
Screen: Non-professionals					
8	Upload File	Row 22 Column 5	The number entered, 1037, has an expected range of between 726 and 1024. Please explain this difference.	Explanation	Yes
Reason: Confirmed. -Spoke with Bob Mullen. He informed me that the increase is due need. Hired more people because of more buildings. JH					
Screen: Not on track					
9	Upload File	Row 22 Column 8	The number entered, 1608, has an expected range of between 1106 and 1561. Please explain this difference.	Explanation	Yes
Reason: Organizational change; Outreach & Extension moved to campus.					
Screen: Headcount					
10	Upload File	Row 19 Column 4	The number entered, 396, has an expected range of between 612 and 862. Please explain this difference.	Explanation	Yes
Reason: Confirmed - reclassification of Residents at Hospital.					
Screen: Salaries 11/12 mo					
11	Upload File	Row 19 Column 3	The number entered, 29195744, has an expected range of between 35105114 and 49560160. Please explain this difference.	Explanation	Yes
Reason: Confirmed - reclassification of Residents at Hospital.					
Screen: Benefits 11/12 mo					
12	Upload File	Row 19 Column 4	The number entered, 6837459, has an expected range of between 6901019 and 9742614. Please explain this	Explanation	Yes

		difference.		
Reason: Confirmed - reclassification of Residents at Hospital.				

