

Human Resources 2005-06

Institution: UNIVERSITY OF MISSOURI-KANSAS CITY (178402) 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 <b>full-time employees (non medical)</b> 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	284	114	188		586
Instruction/research/public service	5	4	73		82
Primarily research	4	8	49		61
Primarily public service	1		52		53
<u>Executive/administrative/managerial</u>	24	4		214	242
<u>Other professionals (support/service)</u>				312	312
<u>Technical and paraprofessionals</u>				132	132
<u>Clerical and secretarial</u>				361	361
<u>Skilled crafts</u>				91	91
<u>Service/Maintenance</u>				186	186
<b>Total full time (non medical)</b>	318	130	362	1,296	2,106
Total from prior year	302	134	337	1,276	2,049

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	7	72	257		336
Instruction/research/public service			1		1
Primarily research			15		15
Primarily public service					0
<u>Executive/administrative/managerial</u>	1			11	12
<u>Other professionals (support/service)</u>				16	16
<u>Technical and paraprofessionals</u>				7	7
<u>Clerical and secretarial</u>				28	28
<u>Skilled crafts</u>					0
<u>Service/Maintenance</u>				1	1
<b>Total full time (medical school)</b>	8	72	273	63	416
Total from prior year	8	2	342	69	421

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 <b>part-time employees (non medical)</b> 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	9	3	456		468	339
Instruction/research/public service		1	120		121	42
Primarily research	1		29		30	70
Primarily public service			18		18	5
<u>Executive/administrative/managerial</u>				4	4	
<u>Other professionals (support/service)</u>				81	81	
<u>Technical and paraprofessionals</u>				75	75	
<u>Clerical and secretarial</u>				54	54	
<u>Skilled crafts</u>					0	
<u>Service/Maintenance</u>				166	166	
<b>Total part time (non medical)</b>	10	4	623	380	1,017	456
Total from prior year	9		607	381	997	462

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	1		25		26	
Instruction/research/public service/clinical			1		1	
Primarily research			1		1	
Primarily public service					0	
<u>Executive/administrative/managerial</u>				1	1	
<u>Other professionals</u> <u>(support/service)</u>				1	1	
<u>Technical and paraprofessionals</u>					0	
<u>Clerical and secretarial</u>				2	2	
<u>Skilled crafts</u>					0	
<u>Service/Maintenance</u>				54	54	
<b>Total part time (medical school)</b>	1	0	27	58	86	0
Total from prior year	1		32	53	86	0

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	91	16	108
Associate professors	0	80	41	121
Assistant professors	0	68	34	102
Instructors	0	1	4	5
Lecturers	1	7	24	32
No academic rank	3	0	12	15
Total men	5	247	131	383
Women				
Professors	0	19	9	28
Associate professors	0	63	19	82
Assistant professors	0	47	34	81
Instructors	0	14	23	37
Lecturers	0	10	30	40
No academic rank	1	1	15	17
Total women	1	154	130	285
Total (men + women)	6	401	261	668
Total from EAP, full-time non-medical section (Primarily instruction and instruction/research/public service lines)				668
Total from prior year (Salaries section)	1	377	231	609

**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	91	8,998,855	98,889
Associate professors	80	5,464,767	68,310
Assistant professors	68	3,902,821	57,394
Instructors	1	37,300	37,300
Lecturers	7	312,595	44,656
No academic rank	0	0	0
Total men	247	18,716,338	
Women			
Professors	19	1,752,624	92,243
Associate professors	63	4,038,838	64,109
Assistant professors	47	2,207,397	46,966
Instructors	14	643,668	45,976
Lecturers	10	405,827	40,583
No academic rank	1	27,540	27,540
Total women	154	9,075,894	
Total (men + women)	401	27,792,232	
Total from prior year	377	25,562,432	

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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	16	1,887,917	117,995
Associate professors	41	3,659,082	89,246
Assistant professors	34	2,566,752	75,493
Instructors	4	200,028	50,007
Lecturers	24	984,621	41,026
No academic rank	12	498,912	41,576
Total men	131	9,797,312	
Women			
Professors	9	853,536	94,837
Associate professors	19	1,455,937	76,628
Assistant professors	34	2,433,392	71,570
Instructors	23	752,643	32,724
Lecturers	30	1,147,074	38,236
No academic rank	15	586,348	39,090
Total women	130	7,228,930	
Total (men + women)	261	17,026,242	
Total from prior year	231	14,588,157	

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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	401	2,494,275	6,220
Medical/dental plans	378	2,044,017	5,407
Group life insurance	400	20,013	50
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection	400	118,763	297
Tuition plan (dependents only)			
Unrestricted			
<u>Restricted</u>			
Housing plan			
Unrestricted			
<u>Restricted</u>			
Social Security taxes	400	2,016,123	5,040
Unemployment compensation	401	16,675	42
Worker's compensation	401	205,663	513
Other benefits in kind with cash options			
<b>Total expenditures</b>		6,915,529	
Total from prior year		6,089,050	

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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
Retirement plans (other than Social Security) - Vested within 5-years			
Retirement plans (other than Social Security) - Vested after 5-years	261	1,377,566	5,278
Medical/dental plans	216	1,118,482	5,178
Group life insurance	261	12,451	48
Other insurance benefits (cafeteria plan, etc.)			
Guaranteed disability income protection	260	74,643	287
Tuition plan (dependents only)			
Unrestricted			
Restricted			
Housing plan			
Unrestricted			
Restricted			
Social Security taxes	259	1,168,611	4,512
Unemployment compensation	261	10,216	39
Worker's compensation	261	125,994	483
Other benefits in kind with cash options			
Total expenditures		3,887,963	
Total from prior year		3,162,404	

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Fall Staff - Part F - Instruction/Research/Public Service staff with tenure							
Number of <b>full-time</b> staff with faculty status who are <b>Tenured</b> and whose primary responsibility is <b>instruction, research, and/or public service</b> 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	1	0	0	0	3
Black, non-Hispanic	2	3	0	0	0	0	5
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	15	11	0	0	0	0	26
Hispanic	1	0	0	0	0	0	1
White, non-Hispanic	84	81	1	0	0	0	166
Race/ethnicity unknown	2	0	0	0	0	0	2
Total men	104	97	2	0	0	0	203
Women							
Nonresident Alien	0	1	0	0	0	0	1
Black, non-Hispanic	0	4	0	0	0	0	4
American Indian/Alaska Native	1	0	0	0	0	0	1
Asian/Pacific Islander	2	3	0	0	0	0	5
Hispanic	0	1	0	0	0	0	1
White, non-Hispanic	27	58	0	0	0	0	85
Race/ethnicity unknown	0	1	0	0	0	0	1
Total women	30	68	0	0	0	0	98
Total (men+women)	134	165	2	0	0	0	301
Total from EAP							301
Total (men+women) from Fall 2003							290

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Fall Staff - Part F - Instruction/Research/Public Service staff on tenure track							
Number of <b>full-time</b> staff with faculty status who are <b>On tenure track</b> and whose primary responsibility is <b>instruction, research, and/or public service</b> 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	7	0	0	6	15
Black, non-Hispanic	0	1	2	0	0	1	4
American Indian/Alaska Native	0	0	0	0	0	1	1
Asian/Pacific Islander	0	0	7	0	0	7	14
Hispanic	0	0	0	0	0	1	1
White, non-Hispanic	0	11	37	0	0	28	76
Race/ethnicity unknown	1	1	2	0	0	0	4
Total men	1	15	55	0	0	44	115
Women							
Nonresident Alien	0	0	4	0	0	3	7
Black, non-Hispanic	0	1	7	0	0	1	9
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	1	0	2	0	0	2	5
Hispanic	0	0	2	0	0	2	4
White, non-Hispanic	0	8	28	0	0	18	54
Race/ethnicity unknown	0	2	2	0	0	0	4
Total women	1	11	45	0	0	26	83
Total (men+women)	2	26	100	0	0	70	198
Total from EAP							198
Total (men+women) from Fall 2003							228

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Fall Staff - Part F - Instruction/Research/Public Service staff not on tenure track/No tenure system							
Number of <b>full-time</b> staff with faculty status who are <b>Not on tenure track</b> and whose primary responsibility is <b>instruction, research, and/or public service</b> OR number of <b>full-time</b> staff whose primary responsibility is <b>instruction, research, and/or public service</b> and who work at an institution with <b>No tenure system</b> 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	1	9	1	1	40	52
Black, non-Hispanic	0	1	1	1	0	8	11
American Indian/Alaska Native	0	0	0	0	0	4	4
Asian/Pacific Islander	3	1	1	0	0	22	27
Hispanic	0	1	1	0	1	4	7
White, non-Hispanic	6	16	35	6	14	106	183
Race/ethnicity unknown	0	1	2	0	0	37	40
Total men	9	21	49	8	16	221	324
Women							
Nonresident Alien	0	1	1	1	2	19	24
Black, non-Hispanic	0	0	1	3	2	14	20
American Indian/Alaska Native	0	0	0	1	0	2	3
Asian/Pacific Islander	0	0	3	0	0	12	15
Hispanic	0	1	0	0	0	5	6
White, non-Hispanic	1	7	34	34	14	124	214
Race/ethnicity unknown	0	0	3	0	0	26	29
Total women	1	9	42	39	18	202	311
Total (men+women)	10	30	91	47	34	423	635
Total from EAP							635
Total (men+women) from Fall 2003							579

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Fall Staff - Part F - Instruction/Research/Public Service staff without faculty status	
Number of <b>full-time</b> staff <b>Without faculty status</b> whose primary responsibility is <b>instruction, research, and/or public service</b> by academic rank, gender, and race/ethnicity <b>As of November 1, 2005</b>	
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 <b>full-time</b> staff whose primary responsibility is <b>instruction, research, and/or public service</b> by gender and race/ethnicity <b>As of November 1, 2005</b>			
	Total men	Total women	Total (men+women)
Nonresident Alien	70	32	102
Black, non-Hispanic	20	33	53
American Indian/Alaska Native	5	4	9
Asian/Pacific Islander	67	25	92
Hispanic	9	11	20
White, non-Hispanic	425	353	778
Race/ethnicity unknown	46	34	80
<b>Total (must equal Part A (next part))</b>	642	492	1,134
Total from Fall 2003	622	475	1,097

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Fall Staff - Part A - Instruction/Research/Public Service staff by contract length/teaching period					
Number of <b>full-time</b> staff whose primary responsibility is <b>instruction, research, and/or public service</b> by contract length/teaching periods, gender, and race/ethnicity (Include all staff from these functions, including those with and without faculty status.) <b>As of November 1, 2005</b>					
Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part F
Men					
Nonresident Alien	0	13	57	70	70
Black, non-Hispanic	1	4	15	20	20
American Indian/Alaska Native	0	0	5	5	5
Asian/Pacific Islander	1	26	40	67	67
Hispanic	0	2	7	9	9
White, non-Hispanic	3	198	224	425	425
Race/ethnicity unknown	0	7	39	46	46
Total men	5	250	387	642	642
Women					
Nonresident Alien	0	4	28	32	32
Black, non-Hispanic	0	14	19	33	33
American Indian/Alaska Native	0	1	3	4	4
Asian/Pacific Islander	0	5	20	25	25
Hispanic	0	1	10	11	11
White, non-Hispanic	2	128	223	353	353
Race/ethnicity unknown	1	6	27	34	34
Total women	3	159	330	492	492
Total (men+women)	8	409	717	1,134	1,134
Total from EAP				1,134	
Total (men+women) from Fall 2003	8	387	702	1,097	

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Fall Staff - Part A - 9/10-month contracts/teaching periods								
Number of <b>full-time</b> staff on <b>9/10-month contracts/teaching periods</b> whose primary responsibility is <b>instruction, research, and/or public service</b> by salary class intervals, gender, and race/ethnicity (Include all staff from these functions, including those with and without faculty status.) <b>As of November 1, 2005</b>								
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	2	5	4	0	1	13
Black, non-Hispanic	0	0	1	0	1	2	0	4
American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	3	9	8	6	26
Hispanic	0	0	0	1	0	0	1	2
White, non-Hispanic	3	5	26	49	57	33	25	198
Race/ethnicity unknown	0	0	2	2	0	2	1	7
Total men	3	6	31	60	71	45	34	250
Women								
Nonresident alien	0	0	1	3	0	0	0	4
Black, non-Hispanic	1	0	6	6	1	0	0	14
American Indian/Alaska Native	0	0	0	0	1	0	0	1
Asian/Pacific Islander	0	0	2	1	1	1	0	5
Hispanic	0	0	0	0	0	0	1	1
White, non-Hispanic	6	11	28	47	19	8	9	128
Race/ethnicity unknown	0	1	2	1	0	2	0	6
Total women	7	12	39	58	22	11	10	159
Total (men+women)	10	18	70	118	93	56	44	409
Total (men+women) from Fall 2003								387

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Fall Staff - Part A - 11/12-month contracts/teaching periods								
Number of <b>full-time</b> staff on <b>11/12-month contracts/teaching periods</b> whose primary responsibility is <b>instruction, research, and/or public service</b> by salary class intervals, gender, and race/ethnicity (Include all staff from these functions, including those with and without faculty status.) <b>As of November 1, 2005</b>								
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	8	20	20	1	5	3	0	57
Black, non-Hispanic	0	3	5	1	3	1	2	15
American Indian/Alaska Native	0	0	4	1	0	0	0	5
Asian/Pacific Islander	0	9	19	3	5	1	3	40
Hispanic	0	2	3	1	1	0	0	7
White, non-Hispanic	6	25	97	14	37	23	22	224
Race/ethnicity unknown	0	24	9	3	2	0	1	39
Total men	14	83	157	24	53	28	28	387
Women								
Nonresident Alien	6	8	10	1	2	1	0	28
Black, non-Hispanic	2	5	8	2	1	1	0	19
American Indian/Alaska Native	1	1	1	0	0	0	0	3
Asian/Pacific Islander	0	4	8	2	5	0	1	20
Hispanic	1	1	4	3	1	0	0	10
White, non-Hispanic	24	47	78	24	25	16	9	223
Race/ethnicity unknown	0	20	5	0	2	0	0	27
Total women	34	86	114	32	36	18	10	330
Total (men+women)	48	169	271	56	89	46	38	717
Total (men+women) from Fall 2003								702

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Fall Staff - Part B - Executive/administrative/managerial								
Number of <b>full-time <u>executive/administrative/managerial</u></b> 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	1	0	0	1	0	2
Black, non-Hispanic	0	0	2	1	3	0	1	7
American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	1	0	0	1	0	1	3
Hispanic	0	0	0	1	1	1	0	3
White, non-Hispanic	0	7	13	15	21	12	30	98
Race/ethnicity unknown	0	0	0	0	0	1	0	1
Total men	0	8	16	17	26	15	32	114
Women								
Nonresident Alien	0	0	0	1	1	0	0	2
Black, non-Hispanic	0	1	2	9	3	0	0	15
American Indian/Alaska Native	0	0	0	1	0	0	0	1
Asian/Pacific Islander	0	0	0	1	0	1	0	2
Hispanic	0	0	0	0	0	0	0	0
White, non-Hispanic	1	6	22	32	33	12	13	119
Race/ethnicity unknown	0	0	0	0	0	0	1	1
Total women	1	7	24	44	37	13	14	140
Total (men+women)	1	15	40	61	63	28	46	254
Total from EAP								254
Total (men+women) from Fall 2003								249

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Fall Staff - Part B - Other professionals (support/service)								
Number of full-time <u>other professional (support/service)</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 over	Total
Men								
Nonresident alien	1	1	1	0	0	0	0	3
Black, non-Hispanic	1	3	0	0	1	0	0	5
American Indian/Alaska Native	1	1	0	0	0	0	0	2
Asian/Pacific Islander	1	1	4	0	0	0	0	6
Hispanic	0	0	0	0	0	0	0	0
White, non-Hispanic	5	35	32	18	6	1	0	97
Race/ethnicity unknown	1	3	0	0	1	0	0	5
Total men	10	44	37	18	8	1	0	118
Women								
Nonresident alien	0	3	0	1	0	0	0	4
Black, non-Hispanic	2	20	4	2	0	0	0	28
American Indian/Alaska Native	0	0	0	0	0	0	0	0
Asian/Pacific Islander	0	4	3	1	0	0	0	8
Hispanic	2	5	1	0	0	0	0	8
White, non-Hispanic	10	65	45	31	4	0	0	155
Race/ethnicity unknown	2	2	1	1	1	0	0	7
Total women	16	99	54	36	5	0	0	210
Total (men+women)	26	143	91	54	13	1	0	328
Total from EAP								328
Total (men+women) from Fall 2003								387

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

Fall Staff - Part B - Technical and paraprofessionals						
Number of <b>full-time <u>technical and paraprofessional</u></b> 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	1	3	1	0	0	5
American Indian/Alaska Native	0	0	0	0	0	0
Asian/Pacific Islander	0	0	1	0	0	1
Hispanic	0	1	1	0	1	3
White, non-Hispanic	0	13	20	10	2	45
Race/ethnicity unknown	0	1	0	0	0	1
Total men	2	18	23	10	3	56
Women						
Nonresident alien	0	0	0	0	0	0
Black, non-Hispanic	4	15	4	0	2	25
American Indian/Alaska Native	0	0	0	1	0	1
Asian/Pacific Islander	0	0	3	0	0	3
Hispanic	0	1	1	0	2	4
White, non-Hispanic	0	22	19	3	2	46
Race/ethnicity unknown	1	2	1	0	0	4
Total women	5	40	28	4	6	83
Total (men+women)	7	58	51	14	9	139
Total from EAP						139
Total (men+women) from Fall 2003						131

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Fall Staff - Part B - Clerical and secretarial						
Number of <b>full-time <u>clerical and secretarial</u></b> 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	1	3	0	0	0	4
American Indian/Alaska Native	0	2	0	0	0	2
Asian/Pacific Islander	0	0	0	0	0	0
Hispanic	1	2	0	0	0	3
White, non-Hispanic	1	27	8	2	0	38
Race/ethnicity unknown	1	0	0	0	0	1
Total men	4	34	8	2	0	48
Women						
Nonresident alien	0	1	0	0	0	1
Black, non-Hispanic	9	60	26	2	0	97
American Indian/Alaska Native	0	2	1	0	0	3
Asian/Pacific Islander	0	5	1	1	0	7
Hispanic	3	8	4	0	0	15
White, non-Hispanic	6	131	63	10	1	211
Race/ethnicity unknown	1	5	1	0	0	7
Total women	19	212	96	13	1	341
Total (men+women)	23	246	104	15	1	389
Total from EAP						389
Total (men+women) from Fall 2003						302

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Fall Staff - Part B - Skilled crafts						
Number of <b>full-time skilled crafts</b> 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	1	0	0	1
Black, non-Hispanic	0	0	5	11	0	16
American Indian/Alaska Native	0	0	0	0	0	0
Asian/Pacific Islander	0	0	0	1	0	1
Hispanic	0	0	0	0	0	0
White, non-Hispanic	0	0	14	53	3	70
Race/ethnicity unknown	0	0	0	0	0	0
Total men	0	0	20	65	3	88
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	0	0	1	1	0	2
Race/ethnicity unknown	0	0	0	0	0	0
Total women	0	0	2	1	0	3
Total (men+women)	0	0	22	66	3	91
Total from EAP						91
Total (men+women) from Fall 2003						96

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Fall Staff - Part B - Service/Maintenance						
Number of <b>full-time <u>service/maintenance</u></b> 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	1	0	0	0	1
Black, non-Hispanic	0	52	4	0	0	56
American Indian/Alaska Native	0	0	0	1	0	1
Asian/Pacific Islander	0	2	0	0	0	2
Hispanic	0	1	1	0	0	2
White, non-Hispanic	1	27	20	4	1	53
Race/ethnicity unknown	0	3	1	0	0	4
Total men	1	86	26	5	1	119
Women						
Nonresident alien	0	1	0	0	0	1
Black, non-Hispanic	0	43	3	0	0	46
American Indian/Alaska Native	0	1	0	0	0	1
Asian/Pacific Islander	0	3	0	0	0	3
Hispanic	2	4	0	0	0	6
White, non-Hispanic	0	5	5	0	0	10
Race/ethnicity unknown	0	0	1	0	0	1
Total women	2	57	9	0	0	68
Total (men+women)	3	143	35	5	1	187
Total from EAP						187
Total (men+women) from Fall 2003						187

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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	2	3	1	0	1	1	8
Black, non-Hispanic	7	5	5	4	16	56	93
American Indian/Alaska Native	0	2	0	2	0	1	5
Asian/Pacific Islander	3	6	1	0	1	2	13
Hispanic	3	0	3	3	0	2	11
White, non-Hispanic	98	97	45	38	70	53	401
Race/ethnicity unknown	1	5	1	1	0	4	12
Total men	114	118	56	48	88	119	543
Women							
Nonresident alien	2	4	0	1	0	1	8
Black, non-Hispanic	15	28	25	97	1	46	212
American Indian/Alaska Native	1	0	1	3	0	1	6
Asian/Pacific Islander	2	8	3	7	0	3	23
Hispanic	0	8	4	15	0	6	33
White, non-Hispanic	119	155	46	211	2	10	543
Race/ethnicity unknown	1	7	4	7	0	1	20
Total women	140	210	83	341	3	68	845
Total (men+women)	254	328	139	389	91	187	1,388
Total from EAP	254	328	139	389	91	187	
Total (men+women) from Fall 2003	249	387	131	302	96	187	1,352

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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	17	0	2
Black, non-Hispanic	17	0	4
American Indian/Alaska Native	2	0	0
Asian/Pacific Islander	11	0	2
Hispanic	4	0	2
White, non-Hispanic	245	1	28
Race/ethnicity unknown	26	0	1
Total men	322	1	39
Women			
Nonresident Alien	22	0	1
Black, non-Hispanic	31	0	10
American Indian/ Alaska Native	0	0	0
Asian/Pacific Islander	12	0	0
Hispanic	13	0	0
White, non-Hispanic	243	4	30
Race/ethnicity unknown	22	0	2
Total women	343	4	43
Total (men+women)	665	5	82
Total from EAP	665	5	82
Total (men+women) from Fall 2003	659	7	87

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Fall Staff - Part D - PT Non-professionals by position				
Number of <b>part-time</b> 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	2	2	0	2
Black, non-Hispanic	1	2	0	7
American Indian/Alaska Native	0	0	0	0
Asian/Pacific Islander	1	0	0	0
Hispanic	0	0	0	1
White, non-Hispanic	24	7	0	77
Race/ethnicity unknown	3	0	0	2
Total men	31	11	0	89
Women				
Nonresident Alien	2	0	0	3
Black, non-Hispanic	13	12	0	12
American Indian/Alaska Native	0	1	0	0
Asian/Pacific Islander	1	2	0	6
Hispanic	0	1	0	3
White, non-Hispanic	22	28	0	105
Race/ethnicity unknown	6	1	0	2
Total women	44	45	0	131
Total (men+women)	75	56	0	220
Total from EAP	75	56	0	220
Total (men+women )from Fall 2003	53	68		207

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Fall Staff - Part D - PT Graduate assistants			
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	Subtotal	<u>Graduate assistants</u>	Part-time total
Men			
Nonresident Alien	25	93	118
Black, non-Hispanic	31	2	33
American Indian/Alaska Native	2	0	2
Asian/Pacific Islander	14	11	25
Hispanic	7	6	13
White, non-Hispanic	382	107	489
Race/ethnicity unknown	32	10	42
Total men	493	229	722
Women			
Nonresident Alien	28	56	84
Black, non-Hispanic	78	11	89
American Indian/ Alaska Native	1	1	2
Asian/Pacific Islander	21	9	30
Hispanic	17	4	21
White, non-Hispanic	432	133	565
Race/ethnicity unknown	33	13	46
Total women	610	227	837
Total (men+women)	1,103	456	1,559
Total from EAP		456	
Total (men+women) from Fall 2003		460	

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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	78	40	118	84	196	124
Black, non-Hispanic	113	245	33	89	146	334
American Indian/Alaska Native	10	10	2	2	12	12
Asian/Pacific Islander	80	48	25	30	105	78
Hispanic	20	44	13	21	33	65
White, non-Hispanic	826	896	489	565	1,315	1,461
Race/ethnicity unknown	58	54	42	46	100	100
Grand total	1,185	1,337	722	837	1,907	2,174
Grand total from Fall 2003	1,175	1,274	707	834	1,882	2,108

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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	0	14		14
Black, non-Hispanic	0	0	2		2
American Indian/Alaska Native	0	0	1		1
Asian/Pacific Islander	0	0	10		10
Hispanic	0	0	2		2
White, non-Hispanic	0	2	11		13
Race/ethnicity unknown	2	4	37		43
Total men	2	6	77	0	85
Women					
Nonresident Alien	0	2	4		6
Black, non-Hispanic	0	0	1		1
American Indian/Alaska Native	0	0	1		1
Asian/Pacific Islander	0	0	4		4
Hispanic	0	0	1		1
White, non-Hispanic	0	5	14		19
Race/ethnicity unknown	1	4	27		32
Total women	1	11	52	0	64
Total (men+women)	3	17	129	0	149

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Fall Staff - Part G - New Hires By position							
Number of all other <b>full-time permanent new hires</b> 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	0	0	0	0	0	0
Black, non-Hispanic	0	0	1	0	0	1	2
American Indian/Alaska Native	0	0	0	0	0	0	0
Asian/Pacific Islander	0	0	1	0	0	0	1
Hispanic	1	0	0	0	0	1	2
White, non-Hispanic	2	2	3	1	0	3	11
Race/ethnicity unknown	0	3	1	1	0	2	7
Total men	3	5	6	2	0	7	23
Women							
Nonresident Alien	0	0	0	0	0	0	0
Black, non-Hispanic	0	3	0	4	0	0	7
American Indian/Alaska Native	0	0	0	0	0	1	1
Asian/Pacific Islander	0	0	1	0	0	0	1
Hispanic	0	1	0	1	0	0	2
White, non-Hispanic	3	7	2	10	0	3	25
Race/ethnicity unknown	0	7	1	6	0	0	14
Total women	3	18	4	21	0	4	50
Total (men+women)	6	23	10	23	0	11	73

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Fall Staff - Part G - New Hires - Totals		
Total number of <b>full-time permanent new hires</b> by gender and race/ethnicity (Hired full time between July 1 and October 31, 2005)		
	Total men	Total women
Nonresident Alien	14	6
Black, non-Hispanic	4	8
American Indian/Alaska Native	1	2
Asian/Pacific Islander	11	5
Hispanic	4	3
White, non-Hispanic	24	44
Race/ethnicity unknown	50	46
<b>Total</b>	108	114
Total from Fall 2003	107	115

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Institution: UNIVERSITY OF MISSOURI-KANSAS CITY (178402)

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 medical					
1	Upload File	Row 16 Column 3	The number entered, 72, has an expected range of between 2 and 2. Please explain this difference.	Explanation	Yes
Reason:	Confirmed. -Spoke with Bob Mullen. Reason for increase is due to reclassification of contracted employees that are now on payroll. JH				
2	Upload File	Row 16 Column 4	The number entered, 273, has an expected range of between 291 and 410. Please explain this difference.	Explanation	Yes
Reason:	Confirmed. -Received email from Bob Mullen. Reason for decrease is due to reclassification of employees. JH				
Screen: Other prof					
3	Upload File	Row 23 Column 9	The number entered, 328, has an expected range of between 329 and 464. Please explain this difference.	Explanation	Yes
Reason:	Confirmed. -Spoke with Bob Mullen. He informed me that due to budget readjustment, less people were hired in this category. JH				
Screen: Cler/sec					
4	Upload File	Row 23 Column 7	The number entered, 389, has an expected range of between 257 and 362. Please explain this difference.	Explanation	Yes
Reason:	Confirmed. -Spoke with Bob Mullen. He informed me that, due to budget readjustment, more people were hired in this category. JH				
Screen: Non-professionals					
5	Upload File	Row 22 Column 2	The number entered, 75, has an expected range of between 40 and 68. Please explain this difference.	Explanation	Yes
Reason:	Confirmed. -Spoke with Bob Mullen. Due to budget readjustment, more staff hired. JH				
Screen: Benefits 11/12 mo					
6	Upload File	Row 19 Column 4	The number entered, 3887963, has an expected range of between 2688044 and 3794884. Please explain this difference.	Explanation	Yes
Reason:	Confirmed. -Received email from Bob Mullen. There was an increase of some 30 new faculty, resulting in an increase in the benefits paid. The average benefits paid to each faculty member also slightly increased. JH				

