


2008

Human Resources 2008-09

UNO Office of Institutional Effectiveness
University of Nebraska at Omaha

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Recommended Citation

Office of Institutional Effectiveness, UNO, "Human Resources 2008-09" (2008). *IPEDS Human Resources*. 7.

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Human Resources 2008-09

Institution: University of Nebraska at Omaha (181394)

User ID: P81813944

Human Resources Screening QuestionsDoes your institution have any part-time staff?*If you answer **Yes** to this question, you will be provided the screens to report part-time staff in the **Employees by Assigned Position (EAP)** section.*

Yes

No

Do ALL of the instructional staff at your institution fall into any of the following categories?*If you answer **Yes** to any of the questions below, the **Salaries** section is **NOT** applicable to your institution and you will **NOT** be required to report data for the **Salaries** section.*

No	Yes	Are ALL of the instructional staff military personnel?
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No	Yes	Do ALL of the instructional staff contribute their services (e.g., members of a religious order)?
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No	Yes	Do ALL of the instructional staff teach pre-clinical or clinical medicine?
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The completion of the Fall Staff section is optional this year as it is in even-numbered years.

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

If you answer **No**, screens to report Fall Staff data will not be displayed.If you answer **Yes**, screens to report Fall Staff data will be displayed and you must complete ALL applicable Fall Staff screens.
 No, I will not complete Fall Staff

 Yes, I will complete Fall Staff
You may use the space below to provide context for the data you've reported above.

Human Resources Screening Questions

Did your institution hire any full-time permanent staff who were included on the payroll of the institution between July 1 and October 31, 2008 either for the **first time** or **after a break in service** AND who were still on the payroll of the institution as of November 1, 2008? (Exclude persons who have returned from sabbatical leave OR full-time staff who are working less-than-9-month contracts/teaching periods and whose primary responsibility is instruction, research, and/or public service.)

*If you answer **Yes** to this question and your institution has 15 or more full-time staff, you will be provided the screens to report **full-time permanent new hires** in the **Fall Staff section (long version)**.*

Yes

No

Screening questions - Method of reporting race and ethnicity for this component

Race/ethnicity question

Which method of reporting race and ethnicity will you use for this component?

NEW race/ethnicity categories (9 categories):

Notes:

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

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

Two or more races

Race and ethnicity unknownOLD race/ethnicity categories (7 categories):Nonresident alienBlack, non-HispanicAmerican Indian/Alaska NativeAsian/Pacific IslanderHispanicWhite, non-HispanicRace and ethnicity unknown

MIXTURE of new and old race/ethnicity categories (all 14 categories will show on each screen):

NEW categories:

Notes for NEW categories:

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

Hispanic/Latino

American Indian or Alaska Native

Asian

Black or African American

Native Hawaiian or Other Pacific Islander

White

Two or more races

OLD categories:

Black, non-Hispanic

American Indian/Alaska Native

Asian/Pacific Islander

Hispanic

White, non-Hispanic

Categories used in BOTH New and Old:

Nonresident alien

Race and ethnicity unknown

Part A - Employees by Assigned Position - Full-time staffNumber of full-time staff by faculty status and primary function/occupational activity

As of November 1, 2008

Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Total
	Tenured	On tenure track	Not on tenure track/ no tenure system		
<u>Primarily instruction</u>					
<u>Instruction/research/public service</u>					0
<u>Primarily research</u>					9
<u>Primarily public service</u>					
<u>Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service</u>	301	106	88	0	495
<u>Executive/administrative/managerial</u>					
<u>Other professionals (support/service)</u>					380
<u>Technical and paraprofessionals</u>					
<u>Clerical and secretarial</u>					206
<u>Skilled crafts</u>					
<u>Service/Maintenance</u>					171
Total full time					
Total from prior year	312	114	94	766	1,286

Part B - Employees by Assigned Position - Part-time staffNumber of part-time staff by faculty status and primary function/occupational activity

As of November 1, 2008

Primary function/ occupational activity (mutually exclusive categories)	Faculty status			Without faculty status	Total	Graduate assistants
	Tenured	On tenure track	Not on tenure track/ no tenure system			
<u>Primarily instruction</u>						
<u>Instruction/research/public service</u>					0	
<u>Primarily research</u>					4	
<u>Primarily public service</u>						
<u>Primarily instruction + Instruction/ research/public service + Primarily research + Primarily public service</u>	12	0	394	0	406	239
<u>Executive/administrative/managerial</u>						
<u>Other professionals (support/service)</u>					34	
<u>Technical and paraprofessionals</u>						
<u>Clerical and secretarial</u>					9	
<u>Skilled crafts</u>						
<u>Service/Maintenance</u>					2	
Total part time	12	0	394	51	442	239
Total from prior year	14		378	50	442	235

Part C - Employees by Assigned Position - Total number of staff

Total number of staff by employment status and primary function/occupational activity

As of November 1, 2008

Primary function/occupational activity	Full-time	Full-time py	Part-time	Part-time py	Graduate assistants	Total including Graduate assistants
<u>Primarily instruction</u>	479	474	400	387	239	1,118
<u>Instruction/research/public service</u>					0	
<u>Primarily instruction + Instruction/research/public service</u>	479	474	400	387	239	1,118
<u>Primarily research</u>		9		3	0	
<u>Primarily public service</u>	7	4	2	1	0	9
<small>Primarily instruction + Instruction/research/public service + Primarily research + Primarily public service</small>					239	1,140
<u>Executive/administrative/managerial</u>	39	33	1	1	0	40
<u>Other professionals (support/service)</u>		366		30	0	
<u>Technical and paraprofessionals</u>	8	8	5	5	0	13
<u>Clerical and secretarial</u>		201		14	0	
<u>Skilled crafts</u>	27	25	0		0	27
<u>Service/Maintenance</u>		166		1	0	
Grand total	1,326	1,286	457	442	239	2,022

Part D - Salaries - Full-time instructional staff by contract length/teaching period - Headcount

Number of full-time instructional staff by contract length/teaching period, gender, and academic rank

As of November 1, 2008

Gender and academic rank	Less-than-9-month	9/10-month	11/12-month	Total
Men				
Professors				114
Associate professors				76
Assistant professors				57
Instructors				17
Lecturers				4
No academic rank				3
Total men	0	257	18	275
Women				
Professors				45
Associate professors				60
Assistant professors				41
Instructors				26
Lecturers				14
No academic rank				0
Total women	0	134	14	148
Total (men + women)	0	445	34	479
Total from EAP, full-time non-medical section (Primarily instruction + Instruction/research/public service lines)				479
Total from prior year (Salaries section)		440	34	474

Part D - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions only ****

Number of full-time instructional staff on 9/10-month contracts/teaching periods by faculty status, gender, and academic rank

As of November 1, 2008

Gender and academic rank	Faculty status			Without faculty status	Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
Professors					106
Associate Professors					73
Assistant Professors					56
Instructors					16
Lecturers					6
No academic rank					
Total men	179	52	26	0	257
Total men prior year	178	53	22	0	253
Women					
Professors					37
Associate Professors					57
Assistant Professors					55
Instructors					25
Lecturers					14
No academic rank					
Total women	95	56	36	0	187
Total women prior year	95	56	36	0	187
Total (men + women)	274	108	62	0	445

Part D - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Faculty status

**** Applicable to 4-year degree-granting institutions only ****

Number of full-time instructional staff on 11/12-month contracts/teaching periods by faculty status, gender, and academic rank

As of November 1, 2008

Gender and academic rank	Faculty status			Without faculty status	Total from Part D (Headcount screen)
	Tenured	On tenure track	Not on tenure track/ no tenure system		
Men					
Professors					10
Associate Professors					3
Assistant Professors					1
Instructors					1
Lecturers					
No academic rank					3
Total men	13	0	5	0	18
Total men prior year	11	1	5	0	17
Women					
Professors					6
Associate Professors					3
Assistant Professors					6
Instructors					1
Lecturers					
No academic rank					
Total women	11	4	1	0	16
Total women prior year	12	4	1	0	17
Total (men + women)	24	4	6	0	34

Part E - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Salary outlays

Salaries of full-time instructional staff on 9/10-month contracts/teaching periods by gender and academic rank

As of November 1, 2008

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	106		82,748	82,748
Associate professors	73		75,088	71,976
Assistant professors	56		58,438	58,438
Instructors	16		39,211	37,184
Lecturers	6		48,008	48,008
No academic rank				94,256
<small>Total men</small>	<small>257</small>	<small>18,798,161</small>		
Women				
Professors	37		74,945	74,945
Associate professors	57		71,000	66,677
Assistant professors	55		57,373	57,373
Instructors	25		35,910	35,288
Lecturers	14		45,223	45,223
No academic rank				62,690
<small>Total women</small>	<small>188</small>	<small>11,853,169</small>		
Total (men + women)	445	30,452,141		

Part E - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Salary outlays

Salaries of full-time instructional staff on 11/12-month contracts/teaching periods by gender and academic rank

As of November 1, 2008

Gender and academic rank	Number	Salary outlays	Average salary	Prior year Average salary
Men				
Professors	10		100,869	97,118
Associate professors	3		84,752	90,174
Assistant professors	1		65,862	65,862
Instructors	1		70,851	68,000
Lecturers				
No academic rank	3		97,050	122,335
<small>Total men</small>	<small>18</small>	<small>1,480,617</small>		
Women				
Professors	6		144,451	89,176
Associate professors	3		75,401	72,386
Assistant professors	6		55,712	55,659
Instructors	1		53,524	51,131
Lecturers				
No academic rank				
<small>Total women</small>	<small>16</small>	<small>1,162,262</small>		
Total (men + women)	34	2,886,324		

Part F - Salaries - Full-time instructional staff on 9/10-month contracts/teaching periods - Fringe benefits

Fringe benefits of full-time instructional staff on 9/10-month contracts/teaching periods

As of November 1, 2008

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>			5,475	5,308
<u>Retirement plans (other than Social Security) - Vested after 5-years</u>				
<u>Medical/dental plans</u>			6,774	6,444
<u>Group life insurance</u>				30
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
<u>Guaranteed disability income protection</u>				
<u>Tuition plan (dependents only)</u>				
<u>Unrestricted</u>				2,321
<u>Restricted</u>				
<u>Housing plan</u>				
<u>Unrestricted</u>				
<u>Restricted</u>				
<u>Social Security taxes</u>			5,235	5,076
<u>Unemployment compensation taxes</u>				
<u>Worker's compensation taxes</u>				
<u>Other benefits in kind with cash options</u>				
Total expenditures		7,878,033		

Part F - Salaries - Full-time instructional staff on 11/12-month contracts/teaching periods - Fringe benefits

Fringe benefits of full-time instructional staff on 11/12-month contracts/teaching periods

As of November 1, 2008

Fringe benefits	Number covered	Expenditures	Average expenditures	Prior year Average expenditures
<u>Retirement plans (other than Social Security) - Vested within 5-years</u>			6,791	6,566
Retirement plans (other than Social Security) - Vested after 5-years				
Medical/dental plans			6,774	6,444
Group life insurance				30
<u>Other insurance benefits (cafeteria plan, etc.)</u>				
Guaranteed disability income protection				
Tuition plan (dependents only)				
Unrestricted				2,321
<u>Restricted</u>				
Housing plan				
Unrestricted				
<u>Restricted</u>				
Social Security taxes			6,494	6,278
Unemployment compensation taxes				
Worker's compensation taxes				
Other benefits in kind with cash options				
Total expenditures		691,248		

Part G - Fall Staff - Full-time instruction/research/public service staff - Tenured

Number of full-time staff with faculty status who are Tenured and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>							0
<u>Black, non-Hispanic</u>							8
<u>American Indian/Alaska Native</u>							0
<u>Asian/Pacific Islander</u>							17
<u>Hispanic</u>							0
<u>White, non-Hispanic</u>							165
<u>Race and ethnicity unknown</u>							0
Total men	116	73	3	0	0	0	192
Women							
<u>Nonresident alien</u>							1
<u>Black, non-Hispanic</u>							0
<u>American Indian/Alaska Native</u>							5
<u>Asian/Pacific Islander</u>							0
<u>Hispanic</u>							5
<u>White, non-Hispanic</u>							0
<u>Race and ethnicity unknown</u>							0
Total women	0	0	0	0	0	0	0
Total (men+women)	159	133	9	0	0	0	301
Total from EAP							0

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

Number of full-time staff with faculty status who are On tenure track and whose primary responsibility is instruction, research, and/or public service by academic rank, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>							
<u>Black, non-Hispanic</u>							4
<u>American Indian/Alaska Native</u>							
<u>Asian/Pacific Islander</u>							6
<u>Hispanic</u>							
<u>White, non-Hispanic</u>							32
<u>Race and ethnicity unknown</u>							
Total men	0	2	52	0	0	0	54
Women							
<u>Nonresident alien</u>							3
<u>Black, non-Hispanic</u>							
<u>American Indian/Alaska Native</u>							1
<u>Asian/Pacific Islander</u>							
<u>Hispanic</u>							3
<u>White, non-Hispanic</u>							
<u>Race and ethnicity unknown</u>							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	2	104	0	0	0	106
Total from EAP							

Part G - Fall Staff - Full-time instruction/research/public service staff - Not on tenure track/no tenure system

Number of full-time staff with faculty status who are Not on tenure track and whose primary responsibility is instruction, research, and/or public service OR number of full-time staff whose primary responsibility is instruction, research, and/or public service and who work at an institution with No tenure system by academic rank, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Professors	Associate professors	Assistant professors	Instructors	Lecturers	No academic rank	Total
Men							
<u>Nonresident alien</u>							
<u>Black, non-Hispanic</u>							3
<u>American Indian/Alaska Native</u>							
<u>Asian/Pacific Islander</u>							2
<u>Hispanic</u>							
<u>White, non-Hispanic</u>							30
<u>Race and ethnicity unknown</u>							
Total men	0	3	4	17	6	14	44
Women							
<u>Nonresident alien</u>							0
<u>Black, non-Hispanic</u>							
<u>American Indian/Alaska Native</u>							0
<u>Asian/Pacific Islander</u>							
<u>Hispanic</u>							1
<u>White, non-Hispanic</u>							
<u>Race and ethnicity unknown</u>							0
Total women	0	0	0	0	0	0	0
Total (men+women)	0	3	7	43	20	15	88
Total from EAP							

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

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

As of November 1, 2008

Gender and race/ethnicity	Total
Men	
<u>Nonresident alien</u>	
<u>Black, non-Hispanic</u>	
<u>American Indian/Alaska Native</u>	
<u>Asian/Pacific Islander</u>	
<u>Hispanic</u>	
<u>White, non-Hispanic</u>	
<u>Race and ethnicity unknown</u>	
Total men	
Women	
<u>Nonresident alien</u>	
<u>Black, non-Hispanic</u>	
<u>American Indian/Alaska Native</u>	
<u>Asian/Pacific Islander</u>	
<u>Hispanic</u>	
<u>White, non-Hispanic</u>	
<u>Race and ethnicity unknown</u>	
Total women	
Total (men+women)	
Total from EAP	

Part G - Fall Staff - Full-time instruction/research/public service staff - Totals

Total number of full-time staff whose primary responsibility is instruction, research, and/or public service by gender and race/ethnicity

As of November 1, 2008

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	10	4	14
<u>Black, non-Hispanic</u>	15	11	26
<u>American Indian/Alaska Native</u>	4	6	10
<u>Asian/Pacific Islander</u>	25	11	36
<u>Hispanic</u>	9	9	18
<u>White, non-Hispanic</u>	227	144	371
<u>Race and ethnicity unknown</u>	0	0	0
<small>Total (must equal Part H (total partG))</small>	290	206	496

Part H - Fall Staff - Full-time instruction/research/public service staff by contract length/teaching period - Headcount

Number of full-time staff whose primary responsibility is instruction, research, and/or public service by contract length/teaching period, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2008

Gender and race/ethnicity	Less-than-9-month	9/10-month	11/12-month	Total	Total from Part G
Men					
<u>Nonresident Alien</u>				10	10
<u>Black, non-Hispanic</u>				15	15
<u>American Indian/Alaska Native</u>				4	4
<u>Asian/Pacific Islander</u>				25	25
<u>Hispanic</u>				9	9
<u>White, non-Hispanic</u>				227	227
<u>Race/ethnicity unknown</u>				0	0
Total men	0	259	31	290	290
Women					
<u>Nonresident Alien</u>				4	4
<u>Black, non-Hispanic</u>				11	11
<u>American Indian/Alaska Native</u>				6	6
<u>Asian/Pacific Islander</u>				11	11
<u>Hispanic</u>				9	9
<u>White, non-Hispanic</u>				164	164
<u>Race/ethnicity unknown</u>				0	0
Total women	0	188	17	205	205
Total (men+women)	0	447	48	495	495
Total from EAP					
Total (men+women) from Fall 2007		440	47		

Part H - Fall Staff - Full-time instruction/research/public service staff on 9/10-month contracts/teaching periods - Salary class intervals

Number of full-time staff on 9/10-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2008

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
<u>Nonresident Alien</u>								6
<u>Black, non-Hispanic American Indian/Alaska Native</u>								12
<u>Asian/Pacific Islander</u>								24
<u>Hispanic</u>								9
<u>White, non-Hispanic</u>								204
<u>Race/ethnicity unknown</u>								
Total men	3	8	17	80	61	58	32	259
Women								
<u>Nonresident alien</u>								4
<u>Black, non-Hispanic American Indian/Alaska Native</u>								10
<u>Asian/Pacific Islander</u>								10
<u>Hispanic</u>								8
<u>White, non-Hispanic</u>								151

<u>Race/ethnicity</u> <u>unknown</u>								
Total women	5	30	39	156	101	70	46	447
Total (men +women)	5	30	39	156	101	70	46	447

Part H - Fall Staff - Full-time instruction/research/public service staff on 11/12-month contracts/teaching periods - Salary class intervals

Number of full-time staff on 11/12-month contracts/teaching periods whose primary responsibility is instruction, research, and/or public service by salary class intervals, gender, and race/ethnicity

(Include all staff from these functions, including those with and without faculty status.)

As of November 1, 2008

Gender and race/ethnicity	Below \$30,000	30,000-39,999	40,000-49,999	50,000-64,999	65,000-79,999	80,000-99,999	100,000 and above	Total from Part H (Headcount screen)
Men								
<u>Nonresident alien</u>								4
<u>Black, non-Hispanic American Indian/Alaska Native</u>								3
<u>Asian/Pacific Islander</u>								1
<u>Hispanic</u>								
<u>White, non-Hispanic</u>								23
<u>Race and ethnicity unknown</u>								
Total men	0	5	0	1	10	6	9	31
Women								
<u>Nonresident alien</u>								
<u>Black, non-Hispanic American Indian/Alaska Native</u>								1
<u>Asian/Pacific Islander</u>								1
<u>Hispanic</u>								1

White, non-Hispanic									13
Race and ethnicity unknown									
Total (men +women)	0	5	1	6	15	9	12	48	

Part I - Fall Staff - Full-time executive/administrative/managerial staff - Salary class intervals

Number of full-time executive/administrative/managerial staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ ethnicity	Below \$30,000	30,000- 39,999	40,000- 49,999	50,000- 64,999	65,000- 79,999	80,000- 99,999	100,000 and above	Total
Men								
<u>Nonresident alien</u>								
<u>Black, non- Hispanic</u>								1
<u>American Indian/ Alaska Native</u>								
<u>Asian/Pacific Islander</u>								1
<u>Hispanic</u>								
<u>White, non- Hispanic</u>								24
<u>Race and ethnicity unknown</u>								
Total men	0	0	0	0	2	5	19	26
Women								
<u>Nonresident alien</u>								0
<u>Black, non- Hispanic</u>								
<u>American Indian/ Alaska Native</u>								0
<u>Asian/Pacific Islander</u>								
<u>Hispanic</u>								0
<u>White, non- Hispanic</u>								
<u>Race and ethnicity unknown</u>								0
Total (men +women)	0	0	0	0	5	8	26	39
Total from EAP								

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

Number of full-time other professional (support/service) staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ ethnicity	Below \$30,000	30,000- 39,999	40,000- 49,999	50,000- 64,999	65,000- 79,999	80,000- 99,999	100,000 and above	Total
Men								
<u>Nonresident alien</u>								
<u>Black, non- Hispanic</u>								10
<u>American Indian/ Alaska Native</u>								
<u>Asian/Pacific Islander</u>								3
<u>Hispanic</u>								
<u>White, non- Hispanic</u>								170
<u>Race and ethnicity unknown</u>								
Total men	2	33	44	60	27	18	2	186
Women								
<u>Nonresident alien</u>								1
<u>Black, non- Hispanic</u>								
<u>American Indian/ Alaska Native</u>								1
<u>Asian/Pacific Islander</u>								
<u>Hispanic</u>								3
<u>White, non- Hispanic</u>								
<u>Race and ethnicity unknown</u>								0
Total (men +women)	6	78	108	114	47	24	3	380
Total from EAP								

Part I - Fall Staff - Full-time technical and paraprofessional staff - Salary class intervalsNumber of full-time technical and paraprofessional staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>						
<u>Black, non-Hispanic</u>						0
<u>American Indian/ Alaska Native</u>						
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>						
<u>White, non-Hispanic</u>						5
<u>Race and ethnicity unknown</u>						
Total men	0	1	2	0	2	5
Women						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>						
<u>American Indian/ Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>						
<u>Race and ethnicity unknown</u>						0
Total (men +women)	0	4	2	0	2	8
Total from EAP						

Part I - Fall Staff - Full-time clerical and secretarial staff- Salary class intervals

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

As of November 1, 2008

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>						
<u>Black, non-Hispanic</u>						2
<u>American Indian/Alaska Native</u>						
<u>Asian/Pacific Islander</u>						1
<u>Hispanic</u>						
<u>White, non-Hispanic</u>						19
<u>Race and ethnicity unknown</u>						
Total men	1	15	5	1	0	22
Women						
<u>Nonresident alien</u>						1
<u>Black, non-Hispanic</u>						
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						
<u>Hispanic</u>						4
<u>White, non-Hispanic</u>						
<u>Race and ethnicity unknown</u>						0
Total women	1	15	72	16	1	105
Total (men+women)	4	107	77	17	1	206
Total from EAP						

Part I - Fall Staff - Full-time skilled crafts staff - Salary class intervalsNumber of full-time skilled crafts staff by salary class intervals, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>						1
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>						26
<u>Race and ethnicity unknown</u>						0
Total men	0	0	14	8	5	27
Women						
<u>Nonresident alien</u>						0
<u>Black, non-Hispanic</u>						0
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						0
<u>Hispanic</u>						0
<u>White, non-Hispanic</u>						0
<u>Race and ethnicity unknown</u>						0
Total women	0	0	0	0	0	0
Total (men+women)	0	0	14	8	5	27
Total from EAP						0

Part I - Fall Staff - Full-time service/maintenance staff - Salary class intervals

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

As of November 1, 2008

Gender and race/ethnicity	Below \$20,000	20,000-29,999	30,000-39,999	40,000-49,999	50,000 and above	Total
Men						
<u>Nonresident alien</u>						
<u>Black, non-Hispanic</u>						28
<u>American Indian/Alaska Native</u>						
<u>Asian/Pacific Islander</u>						4
<u>Hispanic</u>						
<u>White, non-Hispanic</u>						82
<u>Race and ethnicity unknown</u>						
Total men	34	66	17	6	0	123
Women						
<u>Nonresident alien</u>						1
<u>Black, non-Hispanic</u>						
<u>American Indian/Alaska Native</u>						0
<u>Asian/Pacific Islander</u>						
<u>Hispanic</u>						4
<u>White, non-Hispanic</u>						
<u>Race and ethnicity unknown</u>						0
Total women	12	28	4	0	0	44
Total (men+women)	46	94	25	6	0	171
Total from EAP						

Part I - Fall Staff - Full-time staff (excluding instruction/research/public service staff) - Totals

Total number of full-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	<u>Executive/ administrative/ managerial</u>	<u>Other professionals (support/service)</u>	<u>Technical and paraprofessionals</u>	<u>Clerical and secretarial</u>	<u>Skilled crafts</u>	<u>Service/ Maintenance</u>	Total
Men							
<u>Nonresident alien</u>	0	2	0	0	0	0	0
<u>Black, non-Hispanic</u>	1	10	0	2	1	28	42
<u>American Indian/Alaska Native</u>	0	0	0	0	0	2	2
<u>Asian/Pacific Islander</u>	1	3	0	1	0	4	9
<u>Hispanic</u>	0	1	0	0	0	7	7
<u>White, non-Hispanic</u>	24	170	5	19	26	82	326
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0
Total men	26	186	5	22	27	123	389
Women							
<u>Nonresident alien</u>	0	1	0	1	0	1	3
<u>Black, non-Hispanic</u>	1	11	0	20	0	12	34
<u>American Indian/Alaska Native</u>	0	1	0	0	0	0	1
<u>Asian/Pacific Islander</u>	0	6	0	2	0	4	12
<u>Hispanic</u>	0	3	0	4	0	4	11
<u>White, non-Hispanic</u>	12	172	3	157	0	27	371
<u>Race and ethnicity unknown</u>	0	0	0	0	0	0	0

Total women	12	194	2	164	0	44	442
Total (men +women)	39	380	8	206	27	171	831
Total from EAP	29	380	4	206	27	171	

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

As of November 1, 2008

Gender and race/ethnicity	<u>Staff whose primary responsibility is instruction, research, and/or public service</u>	<u>Executive/administrative/managerial</u>	<u>Other professionals (support/service)</u>
Men			
<u>Nonresident alien</u>			
<u>Black, non-Hispanic</u>			
<u>American Indian/Alaska Native</u>			
<u>Asian/Pacific Islander</u>			
<u>Hispanic</u>			
<u>White, non-Hispanic</u>			
<u>Race and ethnicity unknown</u>			
Total men	216	0	11
Women			
<u>Nonresident alien</u>			
<u>Black, non-Hispanic</u>			
<u>American Indian/ Alaska Native</u>			
<u>Asian/Pacific Islander</u>			
<u>Hispanic</u>			
<u>White, non-Hispanic</u>			
<u>Race and ethnicity unknown</u>			
Total women	190	1	34
Total (men+women)	406	1	34
Total from EAP	0	0	0

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

As of November 1, 2008

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>				
<u>Black, non-Hispanic</u>				
<u>American Indian/Alaska Native</u>				
<u>Asian/Pacific Islander</u>				
<u>Hispanic</u>				
<u>White, non-Hispanic</u>				
<u>Race and ethnicity unknown</u>				
Total men	4	0	0	2
Women				
<u>Nonresident alien</u>				
<u>Black, non-Hispanic</u>				
<u>American Indian/Alaska Native</u>				
<u>Asian/Pacific Islander</u>				
<u>Hispanic</u>				
<u>White, non-Hispanic</u>				
<u>Race and ethnicity unknown</u>				
<small>Total women</small>	<small>1</small>	<small>8</small>	<small>0</small>	<small>2</small>
Total (men+women)	5	9	0	2
Total from EAP	<small>1</small>	<small>8</small>	<small>0</small>	<small>2</small>

Part J - Fall Staff - Graduate assistants and part-time staff totalsNumber of part-time staff by primary function/occupational activity, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Subtotal	Graduate assistants	Part-time total
Men			
<u>Nonresident alien</u>			
<u>Black, non-Hispanic</u>	14		16
<u>American Indian/Alaska Native</u>			
<u>Asian/Pacific Islander</u>	7		9
<u>Hispanic</u>			
<u>White, non-Hispanic</u>	204		274
<u>Race and ethnicity unknown</u>			
Total men	233	111	344
Women			
<u>Nonresident alien</u>	1		27
<u>Black, non-Hispanic</u>			
<u>American Indian/ Alaska Native</u>	0		0
<u>Asian/Pacific Islander</u>			
<u>Hispanic</u>	9		12
<u>White, non-Hispanic</u>			
<u>Race and ethnicity unknown</u>	1		1
Total (men+women)	457	239	696
Total from EAP			

Part K - Fall Staff - Total number of staff

Total number of staff by employment status, gender, and race/ethnicity

As of November 1, 2008

Gender and race/ethnicity	Full-time men	Full-time women	Part-time men	Part-time women	Total men	Total women
<u>Nonresident alien</u>	12	7	37	27	49	34
<u>Black, non-Hispanic</u>			16	15		
<u>American Indian/Alaska Native</u>	6	7	1	0	7	7
<u>Asian/Pacific Islander</u>			9	5		
<u>Hispanic</u>	17	20	6	12	23	32
<u>White, non-Hispanic</u>			274	292		
<u>Race and ethnicity unknown</u>	0	0	1	1	1	1
Grand total			344	352		

Part L - Fall Staff - New hires - Full-time instruction/research/public service staff - Faculty status

Number of full-time permanent new hires whose primary responsibility is instruction, research, and/or public service by faculty status, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2008 and still on payroll of the institution as of November 1, 2008)

Gender and race/ethnicity	Faculty status			Without faculty status	Total
	<u>Tenured</u>	<u>On tenure track</u>	Not on tenure track/ no tenure system		
Men					
<u>Nonresident alien</u>					4
<u>Black, non-Hispanic</u>					
<u>American Indian/Alaska Native</u>					0
<u>Asian/Pacific Islander</u>					
<u>Hispanic</u>					1
<u>White, non-Hispanic</u>					
<u>Race and ethnicity unknown</u>					0
Total men					
Women					
<u>Nonresident alien</u>					
<u>Black, non-Hispanic</u>					0
<u>American Indian/Alaska Native</u>					
<u>Asian/Pacific Islander</u>					0
<u>Hispanic</u>					
<u>White, non-Hispanic</u>					13
<u>Race and ethnicity unknown</u>					
Total women	0	5	9	0	14
Total (men+women)					

Part L - Fall Staff - New hires - Full-time staff by position

Number of full-time permanent new hires by primary function/occupational activity, gender, and race/ethnicity

(Hired full time between July 1 and October 31, 2008 and still on payroll of the institution as of November 1, 2008)

Gender and race/ethnicity	<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							
<u>Nonresident alien</u>							0
<u>Black, non-Hispanic</u>							3
<u>American Indian/Alaska</u> <u>Native</u>							0
<u>Asian/Pacific Islander</u>							0
<u>Hispanic</u>							0
<u>White, non-Hispanic</u>							15
<u>Race and ethnicity</u> <u>unknown</u>							0
Total men	1	0	0	4	1	13	19
Women							
<u>Nonresident alien</u>							0
<u>Black, non-Hispanic</u>							0
<u>American Indian/Alaska</u> <u>Native</u>							0
<u>Asian/Pacific Islander</u>							0
<u>Hispanic</u>							2
<u>White, non-Hispanic</u>							0
<u>Race and ethnicity</u> <u>unknown</u>							0
Total women	0	7	0	11	1	15	17
Total (men+women)	2	7	0	11	1	15	36

Part L - Fall Staff - New hires - Totals

Total number of full-time permanent new hires by gender and race/ethnicity

(Hired full time between July 1 and October 31, 2008 and
still on payroll of the institution as of November 1, 2008)

	Total men	Total women	Total (men+women)
<u>Nonresident alien</u>	4	1	5
<u>Black, non-Hispanic</u>	"	"	"
<u>American Indian/Alaska Native</u>	1	0	1
<u>Asian/Pacific Islander</u>	"	"	"
<u>Hispanic</u>	1	2	3
<u>White, non-Hispanic</u>	"	"	"
<u>Race and ethnicity unknown</u>	0	0	0
Grand total	"	"	"

Human Resources Survey Evaluation

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

Explanation Report

Number	Source	Location	Description	Severity	Accepted
Screen: Salaries 9/10 mo					
1	Row 9 Column 4	Screen Entry	The average salary for one of the academic ranks in 9/10 month contracts 0, is not within the expected range between 75405 and 113107. Please fix or explain.	Explanation	Yes
Reason:	We do not have any one in the No academic rank category at this time these year.				
2	Row 17 Column 4	Screen Entry	The average salary for one of the academic ranks in 9/10 month contracts 0, is not within the expected range between 50152 and 75228. Please fix or explain.	Explanation	Yes
Reason:	We do not have any one in the No academic rank category at this time these year.				
Screen: Salaries 11/12 mo					
3	Row 9 Column 4	Screen Entry	The average salary for one of the academic ranks in 11/12 month contracts 97050, is not within the expected range between 97868 and 146802. Please fix or explain.	Explanation	Yes
Reason:	Two highly paid instructional staff whom were reported in the No academic rank category have moved to other academic rank categories this year.				
Screen: Faculty Status 11/12 mo					
4	Row 21 Column 5	Screen Entry	The number entered, 0, has an expected range of between 1 and 30. Please explain this difference.	Explanation	Yes
Reason:	There are no males in the 11/12 month contract who are on tenure track as of the reporting date				

